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Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Accomplished under 40

by **JEFF MARTIN** — CBN President/CEO

As CBN celebrates our 14th year of honoring young business leaders in Central Oregon, we — along with our sponsor, U.S. Bank — thought it would be fun to take a look at some of our past award winners and ask...

WHERE ARE THEY NOW?



DAVID DeROSE

Next up in this series is David DeRose, Commercial and Business Banking manager, Central, Eastern and Southern Oregon — Community Banking, at U.S. Bank, who received this award in 2015.

"It's hard for me to believe that five years have already passed since being recognized in the 2015 *Cascade Business News* Accomplished Under 40," said DeRose. "Sadly, I no longer qualify for the 'under 40' part, so I'm really happy it actually happened when it did! For me, this remains a vivid memory of feeling proud to be recognized alongside so many other amazing people in our community."

1. What advice would you give to your former self at the time you were featured as an Accomplished Under 40 Award recipient?

I would tell myself to encourage more people to nominate others for this recognition because of what it meant to me. Central Oregon is home to so many other accomplished individuals deserving of this recognition.

2. What has changed the most in Central Oregon since then?

This is a tough question to answer because so much has changed. If I had to pick one thing, I suppose I'd say our infrastructure. Whether that be the opening of OSU-Cascades, the completion of the St. Charles new patient tower or the continued expansion of Redmond's Roberts Field Airport, we have grown. Knowing what these investments provide our community and seeing them come to life really make me proud to call Central Oregon home.

PAGE 6

As School Year Looms, Parents & Instructors Faced with Online Learning Again

by **RONNI WILDE** — CBN Reporter

With August upon us and the start of the Oregon school year just a month away now, parents across the state have been collectively holding their breath in anticipation of sending their kids back to class. However, on July 28, the hope of live instruction dimmed, as Governor Kate Brown released a new set of metrics based on COVID-19 results that must be met locally and statewide before both public and private schools will be allowed to bring students back to campus. And then on July 31, the Bend-La Pine School District announced that classes would indeed be online only again until at least November.

The Bend-La Pine School District had been planning an "ABC approach" for students, which would have had students in grades K-5 back to campuses full time for in-person instruction with social distancing measures in place; grades 6-12 in a blended situation with a mix of in-person learning on campus and remote learning with classroom teachers; and an online option for students in grades K-12 who are not able to, or



ONLINE LEARNING IS THE REALITY AGAIN THIS FALL | PHOTO BY JULIA M CAMERON FROM PEXELS

would prefer not to, return to campus in person. However, in response to Governor Brown's announcement, Interim Superintendent Lora Nordquist and Board of Directors Chair Carrie Douglass posted the following on the district's website as of last Friday night:

"Tonight we made a decision about reopening schools in

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DENT Instruments Launches New PowerScout 3 HD Power Submeter

CBN Staff Report

DENT Instruments, a designer and manufacturer of power and energy measurement instruments, announced the introduction of a new single-point submeter: The PowerScout 3 HD. This updated meter, which replaces all models of the PowerScout 3037, monitors voltage, current, power, energy and many other electrical parameters on single or three-phase systems. This single-circuit meter builds upon the already-successful multi-circuit 12 and 48 channel HD meter family.

The PowerScout 3 HD is equipped with several key new features, including a USB port for quick setup and a display for diagnostics and reading real-time values, which can be an invaluable troubleshooting tool in the field. In addition to Modbus and BACnet communications, Serial RS-485 and Ethernet communications are standard on all models. Users can easily toggle between communication methods, protocols and other parameters in the field utilizing the USB port and ViewPoint HD software. The ViewPoint HD G.U.I. offers the user the same features, set up and configuration as the 12 and 48 channel multi-circuit meters, which provides a seamless transition from the old platform of the PS3037. The PowerScout 3 HD meets ANSI C12.20-2015 Class 0.2 revenue-grade standards for accuracy, and can be paired with a variety of revenue-grade current sensors.

The PowerScout 3 HD is available in two product configurations



THE DENT INSTRUMENTS POWERSCOUT 3 HD SUBMETER | PHOTOS COURTESY OF DENT INSTRUMENTS

to match a variety of site requirements. Users can choose a DIN-Rail Mount enclosure (PS3HD-R-D-N), which is designed to be placed inside a separate enclosure near the service to be measured. Or, they can select a Wall Mount enclosure (PS3HDC-D-N), which features built-in conduit connections and can be mounted directly on the wall near the electrical panel.

PAGE 6

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| | #20 — Bennington Properties LLC |

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The Pennbrook Company of Bend Changes Owners

The Pennbrook Company, of Bend, has changed owners. Co-founder and long-time owner, Don Bauhofer, has transferred ownership to his daughter, Kelly Stewart.

Founded as Pennbrook Development Company in 1986 by Bauhofer and two partners, Al Levage and Larry Havinear, Pennbrook grew from a small, local real estate development firm into a regional developer and home builder in the 1990s and early 2000s. The company had offices in Scottsdale, Arizona, San Diego, Everett, Washington and Portland.

In 2000 and 2001, the company spun off two divisions into separate companies: Arrowood Development, LLC and Pennbrook Homes, Inc. Pennbrook Homes was wound down during the 2008 recession. Arrowood continues to develop townhome and single-family communities around Central Oregon. Those projects include Triple Knot Townhomes and Tartan Druim at Tetherow Resort, along with Points West Townhomes at Widgi Creek and the new 1925 Townhomes adjoining Bend Golf Club.

After the Great Recession, The Pennbrook Company grew its Management and Leasing Division, adding residential and commercial properties throughout Central Oregon, the Portland and Salem metropolitan areas and Klamath Falls. The company also increased its real estate sales activity for both its partners and clients.

Kelly, who grew up in Bend, received her bachelor's degree from the University of Oregon in 2004 and an MBA from Georgetown University in Washington, DC. She and her husband, Alan Stewart, moved from D.C. to Bend in 2011 and joined Pennbrook in 2017. Kelly is quick to point out the reason for her return to Bend: "While there were tremendous business opportunities in DC and elsewhere, we both love the lifestyle Central Oregon provides. Having grown up in Bend, I was spoiled with great people, family and an abundance of recreational opportunities. Alan and I wanted to provide the same for our kids. We are fortunate Bend has grown to the point it can also provide career opportunities for both of us."

Pennbrook anticipates remaining an active member of Bend's real estate community. Don Bauhofer says he is planning to work with Pennbrook in a consulting role, assisting with construction and development projects for the company's managed properties. He also will remain an active partner in development projects, including the new residential-rental community, Reside Bear Creek, now under construction on Bear Creek Road just east of 15th Street.

For additional information about Pennbrook contact Kelly Stewart at kstewart@pennbrook.com or Don Bauhofer at dbauhofer@pennbrook.com. pennbrook.com

Deschutes Public Library Moves Forward with Plans to Expand Libraries Across Deschutes County

The Deschutes Public Library Board has approved finalizing the purchase of land for a future Central Library, taking another important step forward in the library's capital plan to expand and enhance library buildings and services across Deschutes County.

The 12.75-acre parcel is being purchased for \$1,350,000 and is located west of Highway 20 near Robal Road. The land was originally purchased by the Gumpert family in 1948.

"After six months of careful analysis with the help of Brooks Resources and their team of experts, we feel this is an important and proactive step toward ensuring Deschutes Public Library's ability to keep pace with the county's projected growth," said Martha Lawler, Deschutes Public Library Board president.

Library Director Todd Dunkelberg said that after six months of due diligence, it was clear that the land purchase is a fiscally wise move. "The location meets all of our top criteria," he said. "It is centrally and easily accessible from all areas of the county

and is located near neighborhoods, schools, shopping and other important services. It's difficult to find a large enough land parcel that meets all those requirements, so we feel confident about moving forward with this purchase."

The Library, which has no bonded indebtedness, will pay cash for the land and incur no debt.

When approving the land purchase, the Library Board also approved moving forward with a countywide bond measure as part of the November 2020 election. The \$195 million bond will finance the construction of a Central Library, repair and remodel existing libraries in Downtown Bend, La Pine, Sisters and Sunriver and double the size of the existing Redmond Library. This is the Library's first request for funding in 22 years.

The planned Central Library will serve all of Deschutes County,

Continued on Page 30 ►

RECENT TRANSACTIONS

Ken Streater of **NAI Cascade** represented the seller in the disposition of a 36,000 SF industrial building at 725 SW Umatilla in Redmond. The property closed for \$3,600,000 and the buyer was represented by **Kevin Murphy** and **George Slevin** of **Kidder Mathews Portland**. Summit Bank financed the purchase.

Brokers **Joel Thomas, CCIM** and **Adam Bledsoe** of **Compass Commercial Real Estate Services** represented both the seller, **Portland State University Foundation**, and the buyer, **Cornerstone Realty Holdings, LLC**, in the sale of 701 NW Spruce Avenue in Redmond. The 10.05-acre

Continued on Page 30 ►



• FOR SALE •



\$3,200,000

60909 SE 27th Street, Bend

10 acre parcel in the proposed SE Area Special Planned District. Sale includes Bend Pet Resort, a profitable business, four industrial buildings and a single family residence. Adjacent 28.1 acres also for sale.

Contact Al Eastwood
541.350.0987

• FOR SALE •



\$530,000

250 W Cascade Avenue, Sisters

Depot Cafe Building. 2244 SF building in high traffic location. Price includes business equipment, furniture and fixtures. Priced to sell.

Contact Meg Watkins
541.530.1620

• FOR SALE •



\$525,000

1545 SW Nancy Way, Bend

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Contact Bill Pon
541.815.4140

• FOR LEASE •



61479 S Hwy 97, Bend

The former Taco Time location has been leased to JP Morgan Chase Bank. Negotiations on the 20 year ground lease have been completed and demolition of the existing building/construction of the new building will begin soon.

Contact Paula Van Vleck
541.280.7774



Al Eastwood
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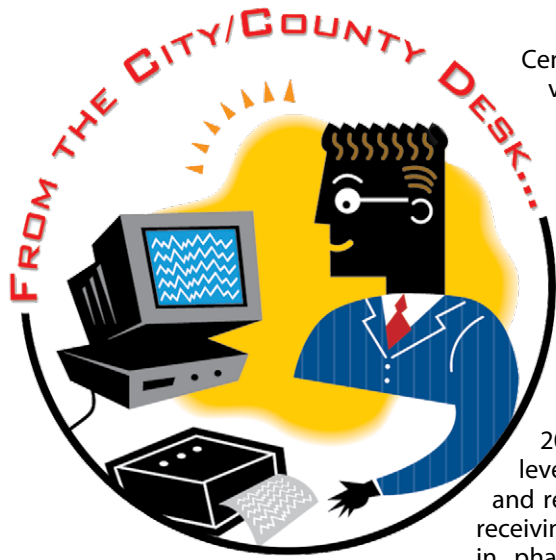


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BEND

◆ The City is releasing \$2.6 million of state-directed Coronavirus Relief Funds (from Coronavirus Aid, Relief, and Economic Security (CARES) Act funding) to organizations that can support businesses, families and vulnerable populations. The City will rely on community partners to distribute most of the CARES Act funding that was intended to support local governments. The City will distribute the \$2.6 million funds to community partners as follows:

- \$1 million to businesses and community assistance, through the Bend Chamber, which will allocate those funds,
- \$600,000 for City of Bend costs, including \$50,000 that the City already distributed to NeighborImpact,
- \$300,000 for childcare costs, distributed to NeighborImpact and Bend Park and Recreation District and
- \$700,000 to Neighbor-Impact and United Way of

Central Oregon to assist vulnerable populations. The Bend Chamber’s funds will be used to help local businesses with a business resiliency grant aimed at Bend businesses with 50 employees or less. The funding must be used to pay for unbudgeted COVID-19 related expenses between March and December of 2020, and funds must be spent by the end of 2020. Funding comes with a high level of financial accountability and reporting requirements for those receiving funds, will be distributed in phases to ensure compliance on timelines and contract deliverables, and must be to the recipients by the end of 2020. Those receiving funds must prove that they are not getting funds for the same expenses from different sources.

◆ The Independent Party of Oregon recently released their nomination caucus results at indparty.com/2020-caucus. Among the nominees is State Representative Cheri Helt (R-Bend), who also received the IPO nomination in 2018.

◆ To help limit the spread of COVID-19 in Bend, the City Council took actions at a recent meeting that allowed local enforcement of the July 15, 2020 statewide guidance on masks, face shields and face coverings, directed staff to develop operational regulations for lodging facilities, and requested that City staff work with other agencies for help with education and enforcement of the state’s guidelines. Councilors voted 4-3 to allow Bend Police or Code Enforcement to enforce statewide guidance about face

coverings as civil infractions. The goal would be to continue with education and voluntary compliance, but City Police or Code Enforcement could issue fines of \$100 for first violations, \$250 for the second and \$500 for the third violation, supplementing the state orders. The order would be in place until the state’s face coverings order is lifted or until Deschutes County enters Phase 3 of the Governor’s reopening plan. The intention is that the enforcement, like most City Code Enforcement, is primarily complaint-driven. But Councilors agreed to allow enforcement to address “hot spots” of problematic areas, such as popular river access points.

Councilors then directed the City Manager to work with the Bend Park and Recreation District and other agencies to have them support education and enforcement of the state’s COVID-19 safety guidelines.

Councilors voted 4-3 to have staff develop operational regulations on transient lodging facilities such as hotels and short term rentals, to protect public health. Regulations could include things such as requiring a “down period” of time between parties, (such as 24 or 48 hours), requirements to notify guests of mask and social distancing measures, confirmation of no positive COVID-19 tests within 14 days or persons with symptoms, adequate personal protective equipment (PPE) for housecleaning employees, maintenance of guest logs for contact tracing, and more. At an August meeting, City Council will ratify the regulations, which will be developed as an administrative order.

◆ The Council recently ratified an administrative order from the City

Manager that discourages travel to Bend through Labor Day. However, Councilors did not pursue any potential quarantine requirements at this time, citing recent comments from Oregon Governor Kate Brown about potential additional statewide travel restrictions in the future.

Council intended to have a conversation about a “last call” or early closure of bars on its meeting agenda, but Governor Kate Brown preempted that when she announced new statewide requirements for closing restaurants and bars earlier and wearing face coverings. New statewide guidance effective July 24 requires restaurants and bars statewide to stop serving customers by 10pm, regardless of phase of reopening. State requirements can be found at coronavirus.oregon.gov.



WASHINGTON, D.C.

◆ Oregon’s U.S. Sens. Ron Wyden and Jeff Merkley announced the Confederated Tribes of Warm Springs will receive a \$269,000 federal grant to repair its main water line.

The \$269,000 federal Housing and Urban Development’s Indian Community Development Block Grant from its Imminent Threat program assists Indian tribes and Alaska Native villages with activities to improve, repair or restore safe and healthy environments on Indian reservations, in Indian communities and in Native Alaskan villages in response to imminent threats.



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Pennbrook—Red Carpet Car Wash Pass.....	\$395

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Let’s Celebrate Our Differences

A Message of Compassion & Understanding from our Director of Financial Planning, Rodney Cook

by RODNEY A. COOK, CFP — Rosell Wealth Management

Dear fellow Central Oregonians,
As racial tensions have escalated over the tragic murders of Black Americans such as Ahmaud Arbery, Breonna Taylor, Elijah McClain and George Floyd, I feel the need to open an honest dialogue. I have struggled for a few weeks, at a loss for words about how to address the thoughts and feelings that this turmoil has triggered in me. I’ve asked myself what can I do and what should I do? My intention with this letter is not to divide or polarize people, but, with humility and compassion, to share my perspective and encourage us to connect over our differences.

I tend to take a passive and non-confrontational approach when addressing conflict. Like many of you, I worry that I may say the wrong thing, offend the wrong person or create more tension and divisiveness instead of bringing people together. I am not an expert in assessing racial conflict and discrimination, nor do I have the answers to solving the very complex issue of systemic racism in our country. One thing I do know is that Martin Luther King Jr. was absolutely right when he said, “Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.”

On May 11 of this year, I woke up to a video clip of Ahmaud Arbery being murdered by a man with a shotgun, while the man’s father stood on the bed of a truck with a pistol. Having assumed that Ahmaud had robbed a construction site, they chased him down and as Amhaud tried to get past them, fired one shot and then another, killing Ahmaud in the street that day. As the details of the story began to unfold, an entire cocktail of emotions started swirling in my mind. Another Black man killed by a white man, and again another incident covered up by those in power. It took nearly two months and a video going viral to bring about the arrests of the men who murdered Ahmaud.

Just a few weeks later, news broke about Breonna Taylor’s and Elijah McClain’s tragic deaths. On May 25, the video of a police officer kneeling for almost nine minutes on the back of George Floyd’s neck as he gasped for air. Floyd’s final words, “I can’t breathe” and calling for his “momma” seemed to finally set the world on fire. As the Black father of a Black son, this has all been profoundly and disturbingly personal.

These deaths and lack of justice have shaken me like nothing ever before. I found myself physically sick and unable to complete daily activities. I would sob multiple times a day in private. I realized that this was no longer about fearing for myself, but for my 15-year-old son. How do I explain to him that he may be treated differently or even killed for the color of his skin? How will I be able to protect him? I pray that he never has to feel the anger and fear that I have over the last couple of months, but the reality is that he already has, and he will in the future. Racial injustice may be less of a factor for some, but that is not a luxury that my family or I have.

As a man who was taught to love his neighbor as you love yourself, I am

shocked. As a man who has family and friends in law enforcement, I am concerned. As a citizen of this beautiful city and great nation, I am frustrated. As a Black man in America, with our current racial tensions, I am not okay. As a father of a bi-racial son, I am scared to death.

With my emotions all over the place these past several weeks, I felt compelled to put them on paper. I will use a similar approach as Benjamin Watson’s book, *Under Our Skin*, which I highly recommend, to express the feelings that have threatened to overwhelm me:

- I am **ANGRY** — Racial injustices continue to plague people of color. And now individuals are killing my people on camera without any remorse.
- I am in **DISBELIEF** — How can this still be happening in 2020? Even with video evidence, most police officers and even citizens will not be charged for taking a human’s life.
- I am **FRUSTRATED** — Racism is embedded in the fabric of our nation. It is so deeply rooted, both systemically and institutionally, that those who benefit from it have a hard time acknowledging that racism does indeed exist.
- I am **SAD** — I think of my son when I hear that another young Black life was taken from his/her family prematurely.
- I am **FEARFUL** — In the back of my mind, I know that although my son and I are law-abiding citizens, we could still be looked upon as a “threat” to those who don’t know us. We will always have to make sure to smile, dress appropriately, speak softly and go the extra mile to earn the benefit of the doubt. The divide amongst Americans continues to grow, and as a person of color, I must always look over my shoulder in constant fear.
- I am **OFFENDED** — Some of the comments about these traumatic experiences on social media and the news have been defamatory and heartless.
- I am **EMBARRASSED** — The Black Lives Matter protest has been associated with looting, violence and law-breaking, which only validates in the minds of bigoted people that Blacks are dangerous savages. These stereotypes allow those in power to continue to treat us in an inferior manner.



Continued on Page 30 ►

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Accomplished Under 40

Continued from page 1

3. How has your career and community involvement changed since you were selected?

Having the opportunity to be involved in our community alongside so many inspirational people motivates me to try and do more every day. For me that has meant volunteering for more responsibility with some of the organizations I am privileged to be a part of. Over the last five years that included the privilege of me serving as the Board Chair for KIDS Center and the president of City Club of Central Oregon. I remain involved with both organizations today because I truly believe in their work. Professionally I have also been given the opportunity to take on an expanded role in also serving Southern Oregon and Eugene/Springfield. This has been a tremendous experience to spend time in other areas of Oregon.

4. What did it mean to you to receive the award?

Receiving this award truly meant a great deal to me. Having only been in Bend for a year at that time, this recognition created a feeling of truly being accepted by this amazing community. It was also an amazing experience to share with my family who made the trip to Bend from California specifically to

celebrate this moment with me.

5. What are some of your proudest accomplishments that make you who you are today?

Hands down my proudest accomplishment is being a husband to my beautiful wife (Janae) and a father to my two amazing children (Brady and Chloe). A close second is having the privilege to be able to live and work in Central Oregon. U.S. Bank made this possible for me and I couldn't be happier to work alongside such an amazing group of colleagues. I'm fortunate to work in an industry where our primary objective is to support businesses in achieving their dreams. I'm inspired daily by the grit and determination of business owners in our Community that we have the privilege of serving.

6. What advice would you give to this year's — and future — recipients of Accomplished Under 40 Award?

I would encourage everyone to stay involved in their community. There are so many worthy organizations that operate under amazing missions that inspire change and progress. These organizations need the involvement and leadership of our community's young achievers now more than ever.

7. Additional comments?

I want to congratulate this year's recipients for this recognition and express my sincere thanks for inspiring us with their accomplishments! Every year I am amazed by the talented professionals our community!

DENT Instruments

Continued from page 1

"The PowerScout 3 HD is the newest addition to our submetering lineup and brings our single-point meter to the HD platform," said Kevin Pack, director of sales and marketing at DENT Instruments. "With an identical register list, it's now even easier to add a single-point meter to ecosystems where PowerScout 12 HD and PowerScout 48 HD meters are currently operating. All PowerScout HD meters can utilize the full range of DENT split core or RôCoil (Rogowski) current transformers, are line-powered and can be used on a wide range of voltage services up to 600VAC."

The PowerScout 3 HD meter provides powerful troubleshooting by including DENT's patented PhaseChek circuitry for identifying mis-phased and backwards CTs. When used in conjunction with ViewPoint HD, advanced analytics are available, including waveform visualization, vector polar plotting and harmonic distortion analysis. DENT Instruments has set the standard for user safety by designing

the PowerScout HD to protect users from harm during the meter installation process, including the following safety features:

- When the high-voltage (TouchSaf cover) is installed on the PowerScout HD meter, the NFPA70E-compliant USB interface is safe to use without the use of additional PPE or shutting off the electrical panel.
- The 200 KAIC fuse that is standard on all PowerScout HD meters exceeds most regulatory requirements to make it the safest meter on the market.
- The PowerScout HD meters have been evaluated to withstand 6kV line surges.

The PowerScout HD Series networked power meters are designed to provide timely and accurate consumption data to gain the upper hand on electrical costs in today's escalating energy market. PowerScout HD meters can capture kWh/kW energy and demand data as well as virtually all relevant energy parameters for diagnostics and monitoring on three-phase or single-phase circuit installations. The PowerScout HD's flexibility, size and ease-of-use make them ideal tools for gathering detailed consumption



THE DENT INSTRUMENTS POWERSCOUT 3 HD SUBMETER | PHOTOS COURTESY OF DENT INSTRUMENTS

data in commercial, industrial, government and retail environments. DENT Instruments is the leading supplier of an array of precision measurement instrumentation and analytical software in the field of energy management.

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Synergy Health & Wellness Announces Major Expansion to Diabetes Therapy Team, Opens Redmond Location

Synergy Health & Wellness (Synergy) announces the expansion of its nutrition and diabetes therapy team and opening of the highly anticipated new Redmond location at 1001 NW Canal Blvd.. Synergy compliments a shared building space with High Lakes Healthcare, Endocrinology Services NW and Family Care Center.

The newest member and invaluable asset to the Synergy team is Kacey Conyers, MS, RDN, LD, CDCES. She is a registered dietitian and certified diabetes educator bringing several years of outpatient experience working with patients of all ages with diabetes, including insulin management and providing compassionate care to those struggling with managing medication and lifestyle changes. She earned her masters in Nutrition and Dietetics at Loma Linda University, which focused on the preventative health and wellness of the whole person — body, mind and spirit.

“We are absolutely thrilled about the expansion announcements to better serve patients throughout the Central Oregon region,” said RanDee Anshutz, RDN and founder at Synergy. “Our expanded team of experts will allow Synergy to offer more patient appointment times, more nutrition and diabetes group support and education programs and more.

Our next Thriving with Diabetes four-week session begins September 12 and will be held 9-11am. To better serve clients and honor their personal health and safety concerns, Synergy is offering a hybrid session where participants can choose to attend in person or virtually. Clients can sign up at synergyhealthbend.com/diabetes-education-program.html.

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United Way Changes Name to United Way of Central Oregon

What’s in a name? For our local United Way, the answer is: a lot.

The nonprofit recently changed its name from United Way of Deschutes County to United Way of Central Oregon. The change reflects the regional catchment area that the organization has been serving for several years. The organization’s influence touches all of Central Oregon: Crook, Deschutes and Jefferson counties, as well as the lands of the Confederated Tribes of Warm Springs.

United Way is focused on childhood trauma as the root cause of challenges faced by many in our community and thus began TRACES — a partnership of nearly 150 organizations and agencies throughout Central Oregon working together to raise awareness of the effects of trauma, and to reduce its incidence and impact, as well as to build resilience in individuals, families and our community. TRACES launched in 2017.

As the Backbone Agency supporting this community-wide collective action partnership and serving as fiscal agent, United Way of Central Oregon is facilitating the far reach of TRACES in our region. Also a member of the Steering Committee, United Way is guiding and funding this work.

As the most reliable agency with capacity to reach our most marginalized

community members and a community leader with a deep and long-standing familiarity with agencies serving Central Oregon’s most vulnerable, United Way of Central Oregon has also emerged as a clearinghouse for COVID-19 donations in our region.


In March of this year, the nonprofit established the Central Oregon COVID-19 Emergency Response Fund and raised \$135,000 to distribute to 29 local and regional nonprofits providing essential services and meeting the emergency needs of our community’s hardest hit as the pandemic first started.

Since then, United Way has pivoted towards ongoing needs that members of our community and the agencies that serve them are facing in adapting to the pandemic. It has created the Central Oregon COVID-19 Recovery & Resilience Fund, from which the first round of grant funding to local agencies will be announced next month.

United Way of Central Oregon has been in existence in our region for 67 years, fighting for the health, education, financial stability and resilience of every person in our community. New name. Same venerable organization.

unitedwaycentraloregon.org

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Look at How You Have Grown as a Leader

by ANN GOLDEN EGLÉ, MCC

This year certainly has not turned out as planned. And while the challenges continue, let us pause for a moment to acknowledge the many things you have done right. Just how much you have grown as a leader through adversity and uncertainty.

As changing facts, statistics and governmental orders have bombarded you these past five months, you have made bold and instinctive decisions. You have known that with each decision came the risk of being wrong, yet you forged ahead courageously.

As an executive coach working with business owners and leaders across the board, I have had a first-hand glimpse at how phenomenally challenging this year each decision, and interaction, has been for many of you. Let us break down some of your key challenges and how you have strengthened your leadership prowess through mastering each one.

Leading through chaos, change and surprise. Each day and many times throughout the day you have been exposed to changing information, never knowing what was coming next. Stock market hits, businesses closing with little to no notice, canceled contracts, postponed orders and conflicting news stories.

You never lost sight of the fact that you were the leader, the person your team needed to be steadfast, honest and present for them. In many cases, you needed to tell your people things they did not want to hear. Yet you had the courage to respect them with honesty.

New definition of safety. Out of compassion and concern for your employees, colleagues, customers and family, you changed your work environment with lightning speed. As stay-at-home orders emerged, you led your team in creating a positive, productive virtual work setting. You, along with your staff, moved from your dynamic work atmosphere to your kitchen and dining room tables, surrounded by family, dishes and laundry.

Now, as you begin to return to work you mastered a myriad of additional changes and decisions. How to make the work setting safe, how many employees to be present at any given time and who would be in the office. How to honor and handle customers. How to keep a powerful leadership presence through it all. Take a moment now to reflect on the hundreds of unprecedented decisions around safety you have successfully made.

Vulnerability. As top leaders (Prince Charles) and the rich and famous (Tom Hanks) throughout the world became ill, you realized how vulnerable life is—you, your team, business and society. Using more compassion than you have likely ever displayed, you showed your team that you are human, just how much you care. As a result, your team grew closer, more committed and loyal to you and to your business.

Fear to motivation. The first half of 2020 has brought about a sea of emotions that collided with one another—fear, grief, extreme sadness and



anger for many. Acknowledging this in yourself and your team you developed new and creative ways to lift them up, keep them focused and motivated.

Brilliant leaders increased their communication by constantly staying in touch. Through initiating daily Zoom check-ins, weekly update emails and one-to-one phone calls you kept your team educated, informed, inspired and on track. You were determined to be their dependable source of information rather than having them be influenced by negative outside influences.

Criticism. Criticism is an unfortunate yet natural part of being a leader. You are at the top and all eyes are on you. Some say that if a leader is not criticized, they are not leading their organization to growth. I do not know about that but do know that handling criticism should be written into every leader's job description. I say to any of your criticsers, walk a mile in your shoes. If you have received increasing criticism this year of angst and uncertainty, know that you are not alone. If there is any truth in it, learn from it. If not, know that it is likely that the criticizer is looking for someone to blame for their unhappiness and you are an easy target.

Self-care. The stresses placed upon leaders this year has been intense. While having an outward appearance of steadfastness, certainty and strength, you are still human. You have felt the emotions your team has felt while experiencing your own. The need for self-care has intensified. My clients have found new and inventive ways to care for their physical, mental, emotional and spiritual well-being.

These leaders have created home gyms and discovered new ways to cook. They have demonstrated their creativity through incredible yard and home remodeling projects. While maintaining social balance through Zoom happy hours and dinners with friends and family, they also realize the importance of quiet, pensive time through pending abundant time outdoors to enjoy the works of nature.

Why, during a worldwide pandemic, would I ask you to pause and acknowledge yourself for your growth as a leader? Because I want you to recalibrate your thinking.

Changes, never-ending decisions, emotions, financial losses, friend, or relative losses have taken a toll on everyone, especially leaders who carry the weight of the world. Isn't it time for you to focus on 'you' for a change? This year has been a year of growth and mastery for you. Congratulations.

Executive and Leadership Coach Ann Golden Eglé, MCC, has steered successful individuals to greater levels of success since 1998. Ann is president of Golden Visions & Associates, LLC, can be reached at 541-385-8887, ann@gvasuccess.com or GVAsuccess.com. Subscribe to Ann's internationally acclaimed 'Success Thoughts' e-zine on her website.

New Central Oregon Food & Beverage Products Trade Group Launches with Cash Management Virtual Event

As the successful outcome of a coordinated effort initiated several years ago between EDCO and leaders of some of Central Oregon's pioneering brands, such as Humm Kombucha, Bounce, JEM Organics and Red Duck Foods, Cultivate Bend (formerly Central Oregon Food Cluster) has launched to provide local food and beverage consumer packaged goods (CPG) companies with resources, education, networking opportunities and connections to outside resources. The 501(c)(6) nonprofit membership organization is the first enterprise in the Central Oregon area to support both startups and established businesses across all spectrums of the food and beverage industry.

Cultivate Bend will be led by Micah Elconin as its executive director. Elconin has directed efforts for a similar, and very successful, group based in the Eugene area for the past three years called Eugene's Table.

"I'm honored by this opportunity to expand my impact on Oregon's food and beverage landscape. We've found our partnership in the Eugene area to be an incredibly valuable tool for galvanizing connections, raising awareness and attracting resources," said Elconin. "I'm excited to translate

these strategies to Central Oregon and very much looking forward to building relationships in this wonderful community."

For its inaugural event, Cultivate Bend extended a community invitation to attend a virtual happy hour panel discussion, *Cash is Queen: Managing Cash Flow During Turbulent Times*, on July 30. Cash management can be a complex equation for food and beverage companies, with razor-thin margins and extended inventory turns. The increasingly unpredictable nature of the current market only intensifies the pressure business owners experience daily. Regional experts, including Maria Pearman of Perkins & Co., Jeff Baker of Craft3 and Matt Briggs of Contract CFO (formerly of Picky Bars), shared their best practices for managing cash flow and staying afloat.

Additionally, Cultivate Bend has embarked on several other projects, such as:

- Interfacing with the region's governmental and non-governmental economic development agencies, such as EDCO and chambers of commerce.
- Working with the High Desert Food and Farm Association and the Central Oregon

Intergovernmental Council to connect more local farms to food and beverage producers.

- Building collaborations that help reduce storage, supply chain and distribution costs.
- Partnering with organizations, like Northwest Food Solutions, to develop workforce training programs.
- Connecting Central Oregon food and beverage companies to other food business hubs in Eugene and Portland.

"Oregon is an incredibly vibrant food and beverage epicenter. And being three hours from the nearest major metro, Central Oregon has its own unique challenges and advantages," said Paul Evers, Cultivate Bend board president and co-founder, CEO of Riff Cold Brewed based in Bend. "Our community represents a higher proportion of startup and early-stage companies than other areas in the state. In Cultivate Bend, we see a great opportunity to support and empower our community's unique entrepreneurial and innovative spirit."

cultivatebend.org

Many Couples Don't Agree on When, Where or How They're Going to Spend Their Golden Years

In 2018, Fidelity Investments asked couples how much they think they will need to save for retirement to maintain their current lifestyle. Believe it or not, 49 percent said they had “no idea.” Over half the survey respondents — 54 percent — disagreed on the amount needed to retire, and 43 percent had differing answers when asked their planned retirement age.



In some ways, that's not surprising — many couples disagree on financial and lifestyle matters long before they've stopped working. But adjustments can become more difficult in retirement, when you've generally stopped accumulating wealth and have to focus more on controlling expenses and dealing with unexpected events.

Ultimately, the time to talk about and resolve any differences you have about retirement is well before you need to. Let's look at some of the key areas where couples need to find common ground.

When and where

Partners often have different time frames for their individual retirements, an issue that can be exacerbated if one is significantly older. Sometimes, differing time frames are due to policies or expectations in their respective workplaces; sometimes, it's a matter of how long each one wants — or can physically continue to work.

The retirement nest egg is also a factor here. If you're planning to downsize or move to a location that's warmer or nearer your children, that will affect your timeline as well. There's no numerical answer (65 as a retirement age just isn't relevant in today's world) and this may be a moving target, anyway. But you both need to have a general idea on when each is going to retire.

You also need to be in agreement on where you're going to live, because a mistake on this point can be very expensive to fix. If one of you is set on a certain location, try to take a long vacation (or several) there together and discuss how you each feel about living there permanently.

Your lifestyle in retirement

Some people see retirement as a time to do very little; others see it as the time to do everything they couldn't do while working. While these are individual choices, they'll affect both of you as well as your joint financial planning. After all, if there's a trip to Europe in your future, there's a hefty expense in your future as well.

While you may not be able to (or want to) pin everything down precisely, partners should be in general agreement on how they're going to live in retirement and what that lifestyle will cost. You need to arrive at that expense estimate long before retirement, while you still have time to make any needed changes to reach that financial target.

Your current lifestyle

How much you spend and save now plays a major role in determining how much you will be able to accumulate and therefore how much you can spend in retirement. A key question: What tradeoffs (working longer, saving more, delaying Social Security) are you willing to make now to increase your odds of having the retirement lifestyle you want?

Examining your current lifestyle is also a good starting point for discussing how things might change in retirement. Are there expenses that will go away? Are there new ones that will pop up? If you're planning on working part-time or perhaps turning a hobby into a little business, should you begin planning for that now?

Retirement finances

This is a major topic, including items such as:

- Monitoring and managing expenses
- How much you can withdraw from your retirement portfolio annually What your income sources will be
- How long your money has to last (be sure to add a margin of safety) What level of risk you can jointly tolerate
- How much you plan to leave to others or to charity How much you're going to set aside for emergencies
- Who's going to manage the money, and what happens if he or she dies first

... and the list goes on. You don't want to spend your retirement years worrying about money, but not planning ahead; might ensure that you will. Talk about these subjects now.

Unknowns

“Expect the unexpected” applies all the way along the journey toward retirement, but perhaps even more strongly in our later years. What will your healthcare costs be, and how much of that will have to come out of your own pocket? Will you or your spouse need long-term care, and should you purchase insurance to cover that? What happens if the market suffers a severe downturn right after you retire?

While you obviously can't plan precisely for an unknown, talking about what might happen and how you'd respond will make things easier if the unexpected does occur. Included here is the reality that one of you will likely outlive the other, so your estate planning should be done together and the day-to-day manager of your finances should be certain their counterpart can take over when needed.

Communication is vital, especially when it comes to something as important as retirement. Almost all of us will have to make some tradeoffs and adjustments (as we do throughout our relationships), and it's important to remember that the earlier you discuss and negotiate what those are going to be, the better your chances of achieving the satisfying retirement you've both worked so hard to achieve.

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CENTRAL OREGON'S HERITAGE STATION

A photograph of two men, Frank Bonacquisti and Paul Hanson, standing side-by-side. Frank is on the left, wearing glasses and a plaid shirt. Paul is on the right, wearing a blue sweater over a collared shirt.

A portrait of a woman, Farrah Bahim, with long dark hair, wearing a dark top and a necklace.

FRANK BONACQUISTI, PAUL HANSON, FARRAH BAHIM
KBND LOCAL NEWS TEAM

A portrait of a man, Rush Limbaugh, with white hair, wearing a suit and tie.

RUSH LIMBAUGH
MONDAY-FRIDAY 9-NOON
SUNDAY 10-1

A portrait of a man, Ben Shapiro, with dark hair, wearing a blue button-down shirt.

BEN SHAPIRO
MONDAY-FRIDAY 6-8PM
SUNDAY 3-5PM

A portrait of a man, Lars Larson, with dark hair, wearing a suit and tie.

LARS LARSON
MONDAY-FRIDAY NOON-3
MONDAY-FRIDAY 8-10PM

A portrait of a man, Mark Levin, with a beard and balding head, wearing a light blue shirt.

MARK LEVIN
MONDAY-FRIDAY 3-6PM

The Effects of COVID-19 on Commercial Real Estate

by **HOWARD FRIEDMAN, CCIM; RON ROSS, CCIM and GRAHAM DENT, Partner — Compass Commercial Real Estate Services**

The world has changed dramatically in the last five months. No one anticipated or planned for the COVID-19 pandemic. How has the commercial real estate market been affected?

INDUSTRIAL

In our Q2 survey results, the vacancy rate rose slightly, with around 12,000 square feet (SF) of occupancy lost. So far, this is not a significant change. We still see robust construction in the Bend and Redmond areas, which has a direct correlation to the industrial sector.

RETAIL

Contrary to rumors of massive retail shutdowns, our vacancy rate rose slightly, losing only 3,000 SF of net occupancy in Q2. It may be too soon to ascertain the effects of the new gathering rules on the retail and restaurant industry. Summer is typically the busiest time in Central Oregon, so we may have to wait until the fall and winter to see.

OFFICE

We have witnessed the greatest impact on vacancy rates in the office market. Over 29,000 SF of space came up for lease in Q2, as a result of businesses downsizing or not expanding due to the pandemic. Not many tenants have defaulted on rent, but we are seeing more leases ending without renewal.

Our statistics did not reflect the businesses attempting to sublease their space, causing our data to not appear as drastic as we thought. When taking these businesses into account, the 7.14% vacancy rate we reported for the west side office market is closer to 12%.

MULTIFAMILY

Leading up to March of 2020, the local multifamily market was vigorous and healthy, with property valuations and rents rising steadily and consistently. Vacancy rates were between 2% and 4% and are holding steady today. New construction remains robust on projects that are already in the pipeline. Investor demand remains strong, and sellers are still in short supply.

Multifamily continues to be a favored asset class. So, what has changed? The uncertainty about tenant’s ability to pay rent is elevated slightly from pre-COVID-19. Once government stimulus programs run out, this may become more of an issue. Tours and inspections of occupied units pose a challenge during transactions.

CENTRAL OREGON REAL ESTATE OVERVIEW

The CRE market is still tracking in a positive direction for the most part. Tours are done with social distancing and other preventative measures in place, however unlike residential real estate, where many home tours generally take place, commercial tours are typically fewer, sometimes virtual and often in vacant spaces, so the risks are less. Central Oregon continues to be a haven for businesses and investors looking to escape big city issues, so we are confident that the region will survive, and once again thrive.

Keep an eye out for our quarterly report.

compasscommercial.com

BEND OFFICE

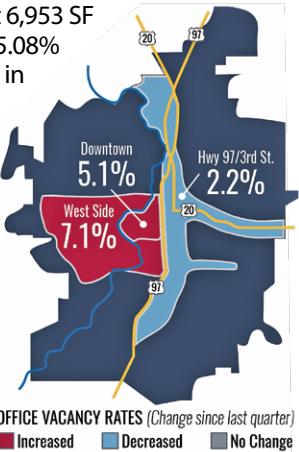
UP: 5.48% Vacancy — DOWN: -29,175 SF Absorption

Compass Commercial surveyed 212 office buildings for the second quarter 2020 Bend report. The buildings in the sample totaled 2,658,027 SF. A negative net absorption of 29,175 SF was recorded during the quarter with a vacancy rate of 5.48%, up from 4.11% in Q1 2020. There is now 145,601 SF available for lease, up from 108,367 SF in Q1.

DOWNTOWN: Three buildings recorded negative absorption and no buildings added occupancy in the quarter. Downtown lost 6,953 SF of occupancy, raising the vacancy rate from 3.66% in Q1 to 5.08% in Q2. There is currently 24,894 SF of available office space in the downtown area, compared to 17,941 SF in Q1.

HWY 97/3RD ST: Four buildings added occupancy while two buildings lost occupancy, creating a net change of 2,347 SF being leased. The vacancy rate fell from 2.91% to 2.16% as a result.

WEST SIDE: Four buildings reported positive net absorption and eleven were negative. The West Side recorded 24,569 SF of space that came available during the quarter. This caused the vacancy rate to rise from 4.83% to 7.14%. Currently, there is a total of 105,935 SF available in the West Side submarket which is up from 70,395 SF in Q1.



BEND OFFICE NET ABSORPTION			BLDGS. OVER 3,000 SF		
MARKET AREA	NO. BLDGS.	TOTAL SF	VAC. RATE	2ND QTR. ABSORP. SF	TOTAL 2020 ABSORP. SF
Downtown	49	490,261	5.08%	(6,953)	(4,765)
Hwy 97/3rd St.	55	683,917	2.16%	2,347	5,501
West Side	108	1,483,849	7.14%	(24,569)	(26,173)
TOTAL	212	2,658,027	5.48%	(29,175)	(25,437)

BEND RETAIL

UP: 3.09% Vacancy — DOWN: -3,028 SF Absorption

Compass Commercial surveyed 259 retail buildings totaling nearly 4,519,289 SF for the second quarter of 2020. The citywide vacancy rate rose slightly, from 3.01% at the end of Q1 2020 to 3.09% at the end of Q2. There is currently 139,843 SF of retail space available citywide, up from 135,866 SF in Q1.

SOUTH 97: One building gained occupancy while two lost in Q2. The submarket recorded 1,019 SF of space as vacant during Q2 and finished at 6.15% vacancy, up from 6.02% in the previous quarter.

CENTRAL 97: 11,473 SF of positive absorption was gained with four new leases and one vacancy noted in Q2. As a result, the vacancy rate moved down from 4.11% in Q1 to 2.39% in Q2.

NORTH 97: The submarket lost 9,012 SF of occupancy in the quarter. The vacancy rate is now 2.59%, up from 1.84% in Q1 with 31,085 SF available. Two spaces came up for lease in Q2.

EAST SIDE: 2,025 SF of occupancy was lost on the East Side with one space becoming vacant. The vacancy rate is now 2.78%, up from 2.43% in Q1 with 16,068

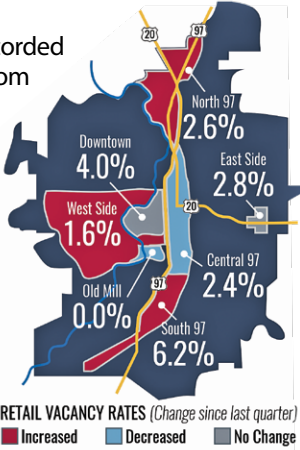
SF available for lease.

WEST SIDE: 3,365 SF of negative net absorption was recorded in the quarter. The vacancy rate now stands at 1.56%, up from 0.93% in Q1. One building gained and three lost occupancy on the West Side resulting in a total of 8,393 SF available.

OLD MILL DISTRICT: One lease of 1,000 SF was noted, filling the final available space in the Old Mill District. The vacancy rate is now once again 0% in Q2, down from 0.38% in Q1.

DOWNTOWN: Negative net absorption of 80 SF was noted in Q2 due to survey correction. There was no leasing activity in the quarter, and the vacancy rate stands at 4.0%.

Currently there is 17,396 SF available.



BEND RETAIL NET ABSORPTION			BLDGS. OVER 3,000 SF		
MARKET AREA	NO. BLDGS.	TOTAL SF	VAC. RATE	2ND QTR. ABSORP. SF	TOTAL 2020 ABSORP. SF
South 97	21	825,610	6.15%	(1,019)	(5,562)
Central 97	43	675,687	2.39%	11,473	11,580
North 97	28	1,200,712	2.59%	(9,012)	(9,012)
East Side	28	578,336	2.78%	(2,025)	(3,265)
West Side	54	539,059	1.56%	(3,365)	4,622
Old Mill District	19	265,502	0%	1,000	0
Downtown	65	434,383	4.0%	(80)	(6,514)
TOTAL	259	4,519,289	3.09%	(3,028)	(8,151)

BEND INDUSTRIAL

UP: 3.8% Vacancy — DOWN: -12,277 SF Absorption

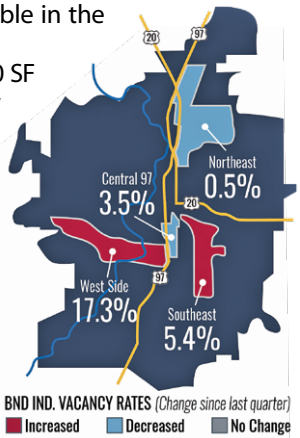
Compass Commercial surveyed 316 industrial buildings for the second quarter 2020 report, totaling 4,493,791 SF. The industrial market lost 12,277 SF of net negative absorption in Q2, and the vacancy rate rose from 3.27% in Q1 to 3.80% in Q2 2020. There is now 170,716 SF of industrial space available for lease in Bend, compared to 146,439 SF in Q1.

SOUTHEAST: 27,916 SF of negative net absorption was recorded, and the vacancy rate is now 5.35%, up from 3.0% in Q1. Six buildings lost occupancy in the quarter with none adding tenants. There is now a total of 89,745 SF available for lease, compared to 49,829 SF in Q1.

NORTHEAST: 14,885 SF of net positive absorption was recorded in Q2. Three buildings gained while one lost occupancy. A 15,000 SF lease was noted on Mercury Place as the largest in the submarket. The vacancy rate now stands at just 0.46%, down from 1.16% in Q1 with 9,870 SF available in the 2.1 million SF submarket.

CENTRAL: Two spaces were occupied for a total of 7,500 SF of positive net absorption for Q1. The vacancy rate now stands at 3.54%, down from 5.72% in Q4. There is a total of 12,137 SF available.

WEST SIDE: The West Side submarket recorded 6,746 SF of net negative absorption in Q1. There is currently 58,964 SF available, compared to 52,218 SF of space in Q1. The vacancy rate stands at 17.29%, up from 15.31% in Q1. Again, the seemingly large vacancy rate in this small 13 building submarket is mostly due to the addition of the new Cascades Tech Center, formerly the Bend Bulletin Building, that is being reconfigured and currently has over 50,000 SF of industrial space for lease.

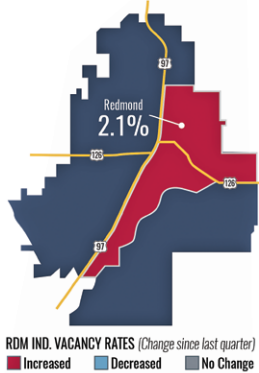


BEND INDUSTRIAL NET ABSORPTION			BLDGS. OVER 3,000 SF		
MARKET AREA	NO. BLDGS.	TOTAL SF	VAC. RATE	2ND QTR. ABSORP. SF	TOTAL 2020 ABSORP. SF
Southeast	142	1,676,203	5.35%	(27,916)	(49,057)
Northeast	126	2,133,516	0.46%	14,885	15,705
Central	35	343,037	3.54%	7,500	(9,137)
West Side	13	341,035	17.29%	(6,746)	(58,964)
TOTAL	316	4,493,791	3.8%	(12,277)	(101,453)

REDMOND INDUSTRIAL

DOWN: 2.1% Vacancy — UP: 10,225 SF Absorption

REDMOND: The Redmond Industrial market gained 10,225 SF of positive net absorption in the second quarter of 2020 for a fourth straight gain in quarterly occupancy, with three new leases noted. The vacancy rate rose slightly, however, from 1.7% to 2.1%, due to an additional 17,206 SF building on NE 11th Street being added to the survey. Out of Redmond’s industrial sector of 1,654,385 SF total leasable space, there is now just 35,384 SF available for lease, just a three quarter supply at current leasing activity levels. There are now 87 buildings in the Redmond industrial market that we survey.



REDMOND INDUSTRIAL NET ABSORPTION			BLDGS. OVER 3,000 SF		
MARKET AREA	NO. BLDGS.	TOTAL SF	VAC. RATE	2ND QTR. ABSORP. SF	TOTAL 2020 ABSORP. SF
Redmond	87	1,654,385	2.1%	10,225	12,225

How to Mentally Prepare Kids for Back-to-School Time: Start Now

by JULIE SCHULER — *Your Teen Mag*, contributed/amended by AUDRA BOHN — Sylvan Learning Center of Bend

Even in a “normal” year, back-to-school time can bring on anxiety for many kids. This year, thanks to coronavirus concerns, that anxiety is more widespread than ever. With a multitude of unknowns, we’ve asked two back-to-school experts to come up with some strategies to help us manage these new unknowns. While there is no one correct or easy answer, there are things we can do to take the anxiety down a few notches.

Look back before looking ahead.

“Plan for the worst. Hope for the best,” is what Emily Levitt, vice president of Education at Sylvan Learning, recommends. “This spring, schools were faced with making quick decisions. They learned what worked and what didn’t, and they’re building plans around this insight. Families can, too.” Levitt recommends that parents talk with their kids about how their remote learning experiences worked (or didn’t work) last spring so you can be better prepared for what’s ahead.

For example, did your kid love talking on WebEx calls or did they “check out?” It’s easy to hide in a gallery view of 30 classmates. If your child avoided group calls or disengaged, be ready to build in more one-on-one learning with the teacher or an outside resource. Be your child’s advocate for making this happen.

Practice patience.

“We don’t have any concrete information about what school will look like, so it’s easy to ask: ‘What are we preparing for?’” says clinical psychologist Tori Cordiano, who is also director of Research at the Laurel School’s Center for Research on Girls.

She recommends parents lead by example when it comes to handling change. “Our calm has to set the calm for our kids. You can’t say, ‘you have to be flexible’

when you the parent aren’t.”

In other words, even though I’m feeling stressed that our school hasn’t announced firm plans yet, I need to practice saying, “I’m sure they’ll let us know as soon as they can,” in a nice, calm tone.

Cultivate acceptance.

This is a tough one. Who doesn’t want to return to normal? “Routines sustain us,” says Cordiano. “When this started in the spring, many kids had the mentality that, ‘If this is finite, we can make it work.’ But it’s not. If you have rising juniors and seniors, teens going away to college, they want to know how the uncertainty will affect their plans.” Cordiano recommends that parents help their kids handle this anxiety using honesty and coping techniques. “Of course we will feel anxious. It’s helpful to let kids know that it’s a normal response. The key is to show them how to manage their anxiety.” One way to do that is to cultivate acceptance around what you can and can’t control. You could say, for example, “We can’t control what school might look like in the fall. However, we can control washing our hands and wearing a mask to help keep us safe.”

Take it one semester at a time.

Be upfront with your child about the fact that whatever the plan is at the beginning of the school year might not be the plan throughout. “Tackle it semester by semester, month by month. You can’t tackle an entire year. Treat



PHOTO | BY AUGUST DE RICHELIEU FROM PEXELS

every day like there can be snow the next day — take everything home,” advises Levitt. It’s also important to look at the good in the situation. What are your kids learning about handling change and uncertainty? “Traditionally, education has been slow to change,” says Levitt. “With COVID-19 closures, educators are being challenged to take risks and be experimental. If you look at education as a whole, that’s a huge silver lining. We’re going to learn so much about what works well for kids. This could propel education forward.”

Remember, Sylvan is here for you no matter what back-to-school time looks like this fall! Check out our new offerings including School Support at Sylvan for your virtual learning days, in-person and online tutoring, STEM enrichment, SAT/ACT prep and more.

[sylvanlearning.com/bendor](https://www.sylvanlearning.com/bendor)



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Educational Services *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Bend Montessori School 680 NW Bond St. PO Box 460 Bend, OR 97703	541-389-9307	N/A	www.bendmontessorischool.com info@bendmontessorischool.com	Jessica Born	5	2012	Independent school using Montessori method for students ages three through six.
Cascade Culinary Institute & Elevation Restaurant at Central Oregon Community College 2555 NW Campus Village Way Bend, OR 97703	541-318-3780	N/A	www.cascadeculinary.com info@cascadeculinary.com	N/A	14	1992	Educational opportunities in the disciplines of culinary arts, baking & pastry arts, sustainable food systems for culinary arts to the greater Pacific Northwest, while also providing educational & professional development programs for the community & restaurant industry at large.
Cascades Academy 19860 Tumalo Reservoir Rd. Bend, OR 97703	541-382-0699	541-382-0225	www.cascadesacademy.org info@cascadesacademy.org	Barb Cartmell	40	2003	Primary through secondary education.
Central Oregon Community College 2600 NW College Way Bend, OR 97703	541-383-7700	541-383-7506	www.cocc.edu feedback@cocc.edu	Zachary J. Boone, Dr. Laurie Chesley	954	1949	Transfer programs, career & technical education programs, community learning, business advising, business & employee development, adult basic education/college preparation & GED preparation.
Central Oregon Community College - Madras 1170 E Ashwood Rd. Madras, OR 97741	541-550-4100	N/A	www.cocc.edu/Madras jgreen2@cocc.edu	Jeremy Green	2	1949	Offering community college classes, non-credit community learning classes, English language classes & remedial writing classes.
Central Oregon Community College - Prineville 510 SE Lynn Blvd. Prineville, OR 97754	541-447-6442	541-447-9155	www.cocc.edu/Prineville prinevillecampus@cocc.edu	Suzie Kristensen	2	1949	Offering community college classes, GED preparation, & personal enrichment programs.
Central Oregon Community College - Redmond 2030 SE College Loop Redmond, OR 97756	541-504-2900	541-504-2939	www.cocc.edu/Redmond infoRedmond@cocc.edu	Matt McCoy	12	1949	Offering community college classes.
COCC Continuing Education 2600 NW College Way Bend, OR 97703	541-383-7270	541-383-7503	www.cocc.edu/continuinged cgraham2@cocc.edu	Caren Graham	12	1953	Community, business & professional development classes, workshops & customized training.
COCC's Small Business Development Center 1027 NW Trenton Ave. Bend, OR 97703	541-383-7290	541-383-7503	bizcenter.org/centers/central-oregon-sbdc sbdc@cocc.edu	Ken Betschart	10	1984	Confidential business advising at no cost, plus affordable workshops & training, Business planning assistance for all stages of business.
COIC Classroom - Prineville 2321 NE Third St. Prineville, OR 97754	541-447-9292	541-447-6278	www.coic.org jbouchard@coic.org	John Bouchard, Ed.D.	2	1972	Provides GED preparation, certified alternative high school education.
COIC Classroom - Bend 1645 NE Forbes Rd., Ste. 101 Bend, OR 97701	541-706-1458	541-389-8265	www.coic.org pjordan@coic.org	Patrick Jordan	4	1972	Provides GED preparation, certified alternative high school education.
COIC Classroom - La Pine 16493 Bluewood PL, Ste. 3 La Pine, OR 97739	541-420-2239	541-389-8265	www.coic.org jbouchard@coic.org	John Bouchard, Ed.D.	1	1972	Provides GED preparation, certified alternative high school education.
COIC Classroom - Redmond 2360 SW Glacier Place Redmond, OR 97756	541-771-2229	541-504-2969	www.coic.org dgurle@coic.org	Dustin Gurley	1	1972	Provides GED preparation, certified alternative high school education.
Current Conceptions, Inc. 8045 NW Grubstake Way Redmond, OR 97756	541-526-5803	541-316-1653	www.currentconceptions.com CCladmin@currentconceptions.com	Dr. P. L. Senger, Dr. Angela Öki	2	2011	Specializing in on-line curriculum development & global distribution to academic programs at the university level in the field of reproductive physiology.
Eastern Oregon University Central Oregon Center Cascades Hall Office, #222 Central Oregon Community College 2600 NW College Way Bend, OR 97703	541-550-4000	541-550-4002	www.eou.edu/central-oregon dceccchini@eou.edu	Danny Cecchini	2	1997	Online bachelors & masters degrees. www.eou.edu/online.
George Fox University, Redmond/Madras Campuses 4555 SW Elkhorn Ave. Redmond, OR 97756	503-554-6027	N/A	www.georgefox.edu kwilfong@georgefox.edu	Dr. Kris Molitor, Katy Turpen, Kipp Wilfong	3	2003	Master of arts in teaching, reading, ESOL & special education endorsements, bachelor of science in elementary education (with ESOL endorsement) Master of Arts in Education (MAEd) & administrative licensure. MAT Degree (Redmond)- http://www.georgefox.edu/education/become-a-teacher/masters-in-teaching/index.html, Elementary Education Degree (Madras)- http://www.georgefox.edu/education/become-a-teacher/bachelors-degree/elementary/degree-completion/index.html
IITR Truck School 667 Jackpine Ct. Redmond, OR 97756	541-504-1465	N/A	www.iitr.net kenc@iitr.net	Ken Cass	1	1981	Commercial truck driving school & third party CDL examiner, A & B & passenger testing, Class A & C Hazmat.
Innovation Center PO Box 8759 Bend, OR 97708	541-362-1229	N/A	www.innovationcenter.org info@innovationcenter.org	Robert L Newhart II	1	1990	Assists individuals & organizations to discover & launch their future through creativity & innovation. Supports growing & established companies & organizations harness their creativity to solve key issues & to develop competitive products & services.
International School of Baking 1971 NW Juniper St. Bend, OR 97703	541-389-8553	N/A	www.schoolofbaking.com marda@schoolofbaking.com	Marda Stoliar	1	1985	Designed to meet the needs of every student regardless of experience. Culinary school has been training beginners & professional chefs in the culinary art of baking.
Kilns College 416 NE Greenwood Ave. Bend, OR 97701	541-639-8945	N/A	www.kilnscollege.org admissions@kilnscollege.org	David J. Dealy	5	2008	Offering online services in graduate studies in social justice & innovation & leadership. Offering programs in theology & culture.
Latino Community Association - Bend 2445 NE Division St., Ste. 200 Bend, OR 97703	541-382-4366	N/A	www.latinocommunityassociation.org brad@latinocommunityassociation.org	Brad Porterfield	10	2000	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth Street.
Latino Community Association - Madras 715 SW Fourth St., Ste. A Madras, OR 97741	541-325-6837	N/A	www.latinocommunityassociation.org ana@latinocommunityassociation.org	Ana Bueno	2	2010	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth Street.
Leading Edge Aviation, Inc. 63048 Powell Butte Hwy. Bend, OR 97701	541-383-8825	541-317-0709	www.flybend.com info@flybend.com	Abby Heller	80	1989	Helicopter & airplane pilot training, tours, charter operations, fuel services, avionics, aircraft sales & maintenance, FAA written testing center.
Morning Star Christian School 19741 Baker Rd. Bend, Or 97702	541-382-5091	541-382-0268	www.msusbend.org joe.bales@msusbend.org	Joe Bales	18	1982	Nursery through eighth grade.
Oregon State University - Cascades 1500 SW Chandler Ave. Bend, OR 97702	541-322-3100	541-383-7501	www.OSUcascades.edu christine.coffin@osucascades.edu	Christine Coffin	283	2001	Eighteen undergraduate majors & graduate programs, with 30 minors & degree options. Research programs & internships & international programs in 80+ countries.
Osher Lifelong Learning Institute at the University of Oregon (OLLI-UO) UO Central Oregon	800-824-2714	N/A	osher.uoregon.edu osher@uoregon.edu	Heather Inghram	2	2003	The Osher Lifelong Learning Institute at the University of Oregon (OLLI-UO) offers provocative noncredit courses, informative programs, & exciting cultural events for mature adults. OLI-UO is part of the thriving network of 120 university & college-based programs supported in part by the Bernard Osher Foundation, with a local site here in Central Oregon.
Phagans' Central Oregon Beauty College 1310 NE Cushing Dr. Bend, OR 97701	541-382-6171	541-385-0782	www.phagans-schools.com bend@phagans-schools.com	Debbie Patrick	10	1963	Hair design, facial & nail technology & barber styling course, code & teacher training. Hair design, esthetics, nail technology, barbering courses & services to the public.

Leading Edge Flight Academy & Alaska Seaplanes of Juneau, Alaska Develop Career Pathway Program

In partnership with Alaska Seaplanes, Leading Edge Flight Academy now offers a pilot pathway program to guarantee success for our most motivated students. After a vetting process during training, students are fast-tracked in their career path, launching them towards an exciting opportunity with Alaska Seaplanes.

Leading Edge Flight Academy offers highly regarded training curriculum, outstanding safety practices, and produces graduates with excellent reputations, known for their skills and integrity.

“We want our students to feel confident in the path that lies ahead of them,” said Courtney Massey, director of business development, Leading Edge Flight Academy. “The first step into the industry can feel daunting. We are excited about this pathway program, and the peace of mind it will provide our

graduates when moving into their next career.”

How the program works:

- Apply to Leading Edge Flight Academy and begin your training
- When you reach the CFI stage of your training and have received a recommendation from your Chief Pilot, you can opt-in to the program. Alaska Seaplanes personnel will then be present for your CFI interview with Leading Edge
- If you are successful, you will flight instruct with Leading Edge to gain necessary hours and experience
- Once you have gained the appropriate flight hours, with continued recommendation from Leading Edge Flight Academy, Alaska Seaplanes will finalize your position review with a follow up interview for their upcoming season

Alaska Seaplanes is the premier commuter airline of Southeast Alaska. Operating from a hub in Juneau, Alaska Seaplanes serves the markets of Skagway, Haines, Gustavus, Hoonah, Kake, Klawock, Sitka, Angoon, Tenakee Springs, Pelican, Elfin Cove and Excursion Inlet on a year-round basis. Alaska Seaplanes also serves Whitehorse, Yukon on a seasonal basis. Custom charters are available throughout Southeast Alaska, Western Canada and the Pacific Northwest.

Operating Eight Wheel Planes: Cessna 208 Grand Caravans, Pilatus PC-12, and six float planes: DeHavilland Beaver, Cessna 206 and Cessna 208A Caravan, pilots receive a variety of experience within the company.

FlyLeadingEdge.com

Educational Services *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Portland State University 16 NW Kansas St. Bend, OR 97701	503-725-9270	N/A	www.pdx.edu/ssw/msw-distance-option-bend-site smithgw@pdx.edu	Gary Smith, LMSW	1	2010	Portland State University of Social Work. Masters in social work distance option.
Superior Schools (Pro-Studies)	541-388-1021	541-388-2944	www.a1schools.co team@a1schools.co	Janda Fleming, Stacy Harrison	4	1978	Real-estate, property manager, landscape contractor & insurance pre-license courses continuing education. Online.
Sylvan Learning Center 2150 NE Studio Rd., Ste. 10 Bend, OR 97701	541-389-9252	N/A	www.sylvanlearning.com/bendor bend.or@sylvanlearning.com	Audra Bohn	13	1986	Works with students of all ages to help them become more academically successful.
Sylvan Learning Center — NWX Satellite 2754 NW Crossing Dr., Ste. 101 Bend, OR 97703	541-389-9252	N/A	www.sylvanlearning.com/bendor bend.or@sylvanlearning.com	Audra Bohn	13	1986	Works with students of all ages to help them become more academically successful.
Waldorf School of Bend 2150 NE Studio Rd., Ste. 2 Bend, OR 97701	541-330-8841	541-330-9713	www.bendwaldorf.com info@bendwaldorf.com	Rachel Caldwell, Nate Brocius	27	1997	Where students are inspired to be intelligent, imaginative & interested in the world. Nursery through eighth.

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.

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Upcoming School Year

Continued from page 1

order to provide clarity for our families and staff and to help our community plan for the fall. Our board of directors, with the support of our school administration, determined that all Bend-La Pine Schools' students will begin the school year with Comprehensive Distance Learning and will not begin with in-person learning. In addition, the board voted unanimously to start the school year on Monday, September 14 in order to give teachers additional time to prepare and train to provide instruction online. While we want nothing more than to return to school and offer instruction to students in person, our community does not currently meet the health measures required to reopen schools, the rates within Deschutes County are rising and we believe it's important to provide as much information as we can to help our families prepare. The decision to return to brick-and-mortar classrooms will be made every six weeks, with collaboration from school leaders and will be based on current spread of COVID-19 within our county and whether our community is meeting the established state metrics outlined to reopen physical school buildings."

Nordquist has urged the community to follow the guidelines set forth to slow the transmission of COVID in order to expedite getting kids back into classrooms. "We need the help of our community. Deschutes County needs to make significant progress towards reducing COVID-19 spread in our community before we can transition to in-person learning. Our community must come together to significantly decrease the spread of COVID-19 in Central Oregon. We highly encourage you and our community to rally behind the reopening of schools by fully adhering to the State guidelines designed to halt the spread of the disease." Nordquist said the district is committed to providing weekly updates from now through the fall, and it has created a website with FAQ's about reopening the schools.

With so much uncertainty over the past few months regarding schooling, options such as tutoring, alternative programs like charter schools, private schools and cohorts or pandemic pods (small groups of students who gather together to learn collectively under the supervision of a parent, tutor or other responsible party) are quickly gaining in popularity.

"Admissions have increased dramatically here. We'll be at record enrollment in the fall, with wait lists in lots of grade levels," said Barb Cartmell, Director of Admissions of Cascades Academy, a private pre-K through 12th-grade tuition-based school in Bend. "We figured enrollment might drop because of finances. But instead, we are being flooded with new students. People want their kids in a small private school, where they will be as safe as we can possibly make them."

"We have huge concerns over learning losses. We saw big detriments last spring," said Audra Bohn, Director of Bend's Sylvan Learning Center, which offers a variety of live and online tutoring and instructional programs. "We work with K-12, and it's different with each age group. But the overwhelming theme is it's hard to meet everybody's needs. There is a wide spectrum of feelings about COVID; we have to find the balance between safety and schooling needs."

Bohn said that at Sylvan, the staff is trying to put together flexible tutoring options to help families during this time. "We are going to put out programs where kids can come in for time chunks: 2 hours, 4 hours, 6 hours, etc. This would help kids who are distracted and have trouble with online learning; they can do better with a live person. This would be to help students stay on track."

If a parent is going to home school, Bohn said she recommends utilizing other resources and opportunities to bridge the gap of what students will miss from a full-time, in-school curriculum. "Think about utilizing the district's online option, or look at a charter school with a clear curriculum to help parents at home," she said. The three charter schools Sylvan recommends are Oregon Family School K-12 Virtual Charter (oregonfamilyschool.com), Baker Web Academy (bakercharters.org) and Silvies River Charter (sites.google.com/silviesrcs.org/srcs/home).

In a press conference held on July 24, the Centers for Disease Control strongly urged that all schools re-open for live instruction in the fall. The CDC released new science-based resources and tools for school administrators, teachers, parents, guardians and caregivers. In a press release, Robert Redfield, M.D., the CDC's director, said, "An essential part of recovery is getting our kids back in school. The default needs to be that schools are fully open and operational in the fall so that students can resume full-time learning. In areas where there are hot spots, remote and distance learning might need to be adopted for a certain amount of time. But the research and science continue to suggest that it is safer, healthier and better for students to be in school full time. It's not a

matter of if it should be done, but rather how it must be done. The urgency is real. Personal engagement between teachers and students and among students and their peers is more important than ever."

As COVID continues to spike in many areas across the country, however, governors are deciding to keep kids at home until the number of cases drops. The good news is that schools have had time to improve upon virtual teaching methods since the closures last March. At that time, educators were forced to scramble to get online instruction up and going as fast as possible. "We did well in quickly pivoting last spring to remote, but we don't want to have to do that again," said Cartmell. "We are planning simultaneously for both on-campus learning and remote learning." She added, "I'm really proud of our planning for the start of the school year since last spring. We immediately put together a committee of school board members and administrators called Pathways Forward. We've been meeting weekly since last spring, really intensively planning for this school year while finishing the last school year."

In Bend-La Pine Schools, multiple teams have been put together to work on various schooling scenarios, including developing materials and units for remote learning for all students, and planning and hosting professional learning for staff to help construct standards of practice for teachers. The district is also ensuring that it has enough iPads and hotspots for students who need them, and is planning for the delivery of meals if needed. In a July 28 statement, the district reported that since last spring, operations supervisors have been meeting to look at logistical challenges related to reopening, and a team of principals, teachers and counselors met several times in June. In July, a core team of district leaders met to complete parts 1-3 of the ABC plan, and the team has now been expanded to include employee association presidents and school board representation.

Part of the planning for the fall term in schools has necessarily involved physical changes to campuses and classrooms to create the required social-distancing space, from rearranging furniture to pitching tents, so that when students are allowed back in, schools will be ready. "We've rented a large tent that we put up outside; that will be a flex space. We envision using it as an art class space, or a specialist space, and ordering collapsible camp chairs for each student. Every student can just pick up their chair and bring it outside and we'll have an instant classroom," said Cartmell. "What used to be our multipurpose room is now our kindergarten space. It will allow

us to have more than the 35 feet of required space, because kindergartners need a lot of space. We will definitely use the cohort model of keeping students in stable cohorts, so if there is a case of COVID, we can isolate the other students in that space. We are doing what we ask our students to do all the time: be flexible, resilient and think outside of the box."

Whenever live instruction does resume, there will be mask and hand-cleaning requirements in place. On June 30, the Oregon Health Authority (OHA) and the Oregon Department of Education (ODE) published *Ready Schools, Safe Learners*, a 56-page report offering guidance for the coming school year. The report was updated on July 22 — as a result of Governor Brown's newer, stricter enforcement of mask wearing — to make face coverings a requirement for all students in grades kindergarten and up and all staff in K-12. In response to the report, Colt Gill, director of ODE and Patrick Allen, director of OHA, issued the following message:

"The 2020-21 school year requires a level of planning, iteration, communication and collaboration like none that we've known or led during our years of service in Oregon. This guidance represents thousands of hours of work from teams at ODE and OHA and the sensemaking input of thousands of Oregonians, including school leaders, teachers, health professionals, community partners, families and students. It is rooted in the research we've digested across the world and within the U.S. OHA epidemiologists have helped to create and have vetted this guidance. We have exchanged thinking with several other state education agencies and shared notes with national experts to inform and test our thinking."

For parents scratching their heads wondering what to do with this new development, it would seem that flexibility will be essential in crafting a successful school year for children. "Last spring, parents were told not to worry about students getting behind, that they'd catch up in the fall, said Bohn. "But that is not realistic; it's an impossible task to expect schoolteachers and districts to catch up students in the fall. Parents are going to have to take a more active role in keeping kids on track."



TUTORING IS ONE WAY PARENTS CAN HELP KEEP STUDENTS ON TRACK DURING THIS CHALLENGING TIME | PHOTO COURTESY OF SYLVAN LEARNING CENTER



AT CASCADES ACADEMY — AND PRETTY MUCH EVERY OTHER SCHOOL IN THE COUNTRY — SOCIALLY DISTANCED CLASSROOMS WILL BE IN PLACE WHEN INSTRUCTION EVENTUALLY GOES LIVE



CREATIVE USE OF SPACE WILL BE ESSENTIAL AT SCHOOLS GOING FORWARD, EVEN IF THAT MEANS PITCHING TENTS | PHOTOS COURTESY OF CASCADES ACADEMY

Fall Term at OSU-Cascades

Prioritizing Health & Wellness

by **CHRISTINE COFFIN — OSU-Cascades**

Oregon State University-Cascades is planning for a fall term focused on student success and public health safety, with 80 percent of courses offered with elements of face-to-face instruction.

In addition, all courses will be offered for remote instruction for students who choose to learn from home for personal or health reasons. New technology is being installed in the campus's 24 classrooms and labs to make this possible.

In the 263 courses offered this fall, faculty plan to teach using a variety of formats. These include a combination of in-person and remote instruction; mostly remote teaching with a few significant in-person class activities; or fully remote instruction.

"A key element of our plan is flexibility," said Becky Johnson, vice president of OSU-Cascades. "We need to ensure that we can adapt quickly to provide any level of campus operation for our students and employees, should public health conditions change. This plan provides for that flexibility."

OSU-Cascades' plans for the fall term are in keeping with OSU's Pandemic Resumption Plan and include a six-point public health strategy.

The public health strategy was developed in collaboration with the university's Continuity Management Team. It includes prevention measures such as weekly prevalence testing, physical distancing measures and a requirement for face coverings; access to individual testing; contact tracing in partnership with Deschutes County Health Services; self-isolation when necessary; containment; and student access to care.

On campus, several measures will support physical distancing, including placing desks six feet apart in classrooms, extending transition time between classes to avoid hallway crowding and adding new directional signage within buildings.

"With an average class size of 18 students at OSU-Cascades, we're fortunate that we can provide students the interaction they value with teaching



PHOTO | PEXELS

faculty and researchers, and support those who seek remote learning, all while strictly following public health guidelines," said Andrew Ketsdever, dean of academic affairs.

Single-occupancy rooms are being offered to residential students. The residence hall will house up to 150 students this fall. Rooms will also be available should a student need to self-isolate.

To further reduce the potential spread of the virus, campus conference and meeting room rental services are suspended, and dining and coffee operations will be limited to members of the

campus community.

"This fall will feel different from others, but we are committed to providing students an excellent academic experience, not delaying their progress as they pursue an undergraduate or graduate degree and preparing them to contribute to their career fields after they graduate," said Johnson.

A Fall Term 2020 website provides additional information for students and their families. The website will be updated as OSU-Cascades confirms viable levels of on-site instruction and activity.

osucascades.edu

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Central Oregon Youth Conservation Corps Reopens Under New COVID-19 Operations Protocol

by IAN THOMPSON for Heart of Oregon

This year, residents around the U.S. are facing unprecedented challenges, as COVID-19 has substantially changed daily lives for all of us. As millions come to terms with recent unemployment, the economic barriers are especially present in Central Oregon, where unemployment has historically been high. This can put enormous pressure on families, highlighting the growing need for collaborative efforts that promote economic growth.

As summer kicks off, so does the Central Oregon Youth Conservation Corps (COYCC), in which young people ages 16-18 work in collaboration with partners at the U.S. Forest Service (USFS) to improve public lands such as the Deschutes and Ochoco national forests and Crooked River National Grassland. This long-standing partnership between the two organizations highlights the connection between a healthy local economy and the preservation of cherished public lands. As Oregon enters a future of uncertainty, and the growing need for economic recovery, workforce development programs such as COYCC are becoming increasingly essential. Tyler McRae, Summer Programs Manager at Heart of Oregon Corps (HOC) reflected: "We put real effort in to make sure that, if we were able to run the program, we could do so as safely as possible. Partners in this program, as well as the crews and crew leaders, have done great work adhering to COVID-19 guidelines on top of their regular work duties."

Each year, HOC serves over 300 opportunity youth (those facing significant economic barriers) through a work-earn-learn model that cultivates job-skills training to build competitive job candidates and empower the future generation of workforce leaders. This year also marks HOC's 20th anniversary of serving youth in Central Oregon, a testament to the value of workforce development projects in the region. Similar to many organizations, Heart of Oregon has had to adapt its operations in response to the current pandemic and ensure that guidelines are followed for the safety of our communities. During the time when all programs were paused, HOC staff mobilized to implement its COVID-19 Operations protocol, enabling young people to continue working while maximizing workplace safety.



COYCC CREWS IMPLEMENTING NEW PPE PROCEDURES UNDER HOC'S COVID-19 PROTOCOL | PHOTOS COURTESY OF HEART OF OREGON CORPS

Earlier this month, COYCC kicked off its summer season, with operations looking substantially different as new physical distancing and Personal Protective Equipment (PPE) are integrated into day-to-day practices. While HOC operates under independent COVID-19 protocol, efforts are mirrored by the USFS, which is currently implementing its own Safety Protocol under which risk assessments are conducted for all activities at the National Forest level.

"The U.S. Forest Service is proud to host crews in Prineville and other Central Oregon locations," said Shane Jeffries, forest supervisor of the Ochoco National Forest and Crooked River National Grassland. "We've done a lot of planning and preparation to ensure young people are safe working with us this season. We're happy that we can continue to provide these great opportunities for them to connect to their public lands while working in their own communities."

Outdoor recreation on public lands has always been elemental to the Central Oregon lifestyle and has helped shape its communities. With this high level of engagement comes an equally strong need for good stewardship. As youth in the COYCC program partner with the USFS to work on projects such as hazardous fuels reduction, riparian habitat restoration and trail maintenance, they are empowered as future leaders in stewardship, and their earnings are reinvested into their own communities. The continued effort from COYCC and USFS to ensure that program operations move forward in the safest way possible reflects the dedication these partners have to our young people. In the 2008 financial crisis, Heart of Oregon provided critical job-skills training youth during a period of economic recovery. As Oregon continues to grapple with continued economic uncertainty in the coming months, there is little doubt of the importance of programs like COYCC and the positive impact such partnerships have on young people in the region.

heartoforegon.org

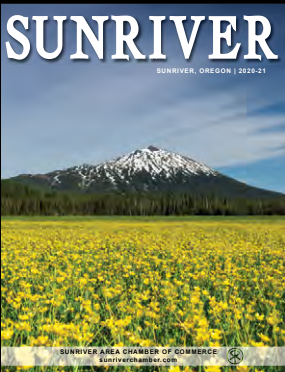
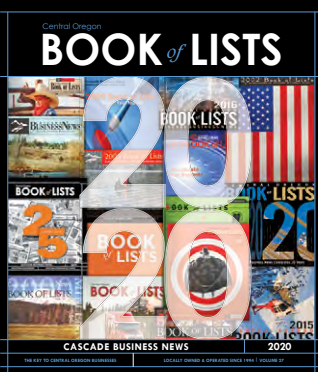


CREW MEMBERS PRACTICE SOCIAL DISTANCING DURING COYCC ORIENTATION

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- Sunriver Magazine Visitor's Guide and More

The Work-From-Home Tech Experience with Microsoft 365

by JAKE ORTMAN — Weston Technology Solutions

These are unprecedented times we're going through. COVID-19 (aka the Coronavirus) has affected us all. Our thoughts, hearts and prayers are with business owners and individuals who are struggling through this difficult time. Those who are still working (including us) are working almost wholly remotely. This article is dedicated to providing a bunch of reading material on how you can survive working from home and make the most of it using the tools you have at your disposal.



For many, however, being forced to use Teams all of a sudden, after just being able to visit someone at their desk, is taking some getting used to. Our blog has links to more than a few tutorials on Teams to help you get started.

Once you know the basics, you can really start exploring Teams and the value it can offer your organization. Microsoft's site has a great bunch of tips on how Teams can help you stay productive and have great meetings, and they have a handy remote-work preparedness checklist. And don't forget to blur your background (especially if you plan on using the bathroom during a conference call, which we don't recommend).

Transitioning from Office to Remote Work

Working exclusively remotely is something some companies have been doing for years (see Ars Technica's article from earlier this year on how they've been doing it for 20 years: arstechnica.com). We've had work-from-home employees for many years — and have offices in three states — so this type of remote communication wasn't that big of a transition for us. That being said, it's a new thing for a lot of business owners and their employees, and there are definitely ways to make the transition easier. At the same time, you don't want to put your company's information at risk because you're now accessing it remotely. Make sure you have your remote access security locked down tight (with VPNs and two-factor authentication whenever possible), and follow tips from Microsoft to secure your home workspace and network environment, to make working from home as secure and productive as working in the office. These tips include ways to:

- Pick a good workspace
- Keeping your data secure
- Keeping in touch with others

PC Magazine has 20 Tips to help you get organized working from home (pcmag.com) to make things more productive for you, and your remote team as well. It basically needs to be treated like you were in the office; with proper scheduling, ground rules, breaks, dedicated spaces, secure technology and more.

Communication is Different, But Microsoft Teams is Making it Easy

We've been using Microsoft Teams since the early days of the program's existence. Teams is Microsoft's all-in-one collaboration and communications tool, and will eventually fully replace Skype For Business. Now, Microsoft is giving the program and service away for free for six months to folks who don't already have Office 365.

When used right, Teams is a great way to have smarter conversations with your team, whether they're remote or not. With more and more folks moving to scattered employees, communication has become more critical, and Teams is being used by more and more folks since it is already part of their existing Office 365 subscriptions.

But There's More Than Teams

While Teams is great and all, there is far more to the various Office 365 applications to allow you to easily collaborate with your coworkers. Some of those include:

- Sharing your files with OneDrive
- Collaborating on Microsoft Office documents
- Using the Office app on Android and iOS
- Using Outlook and OneNote together to increase your productivity
- And much more...

And even if your office is using Slack instead of Teams for some reason, Slack is working on getting a communication channel going with Teams so everybody can call one another.

We're Here to Help

As we mentioned in the beginning of this article, these are unprecedented times. We're going to be here to make sure our clients are taken care of through all this, and to make sure our employees are taken care of as well. Along the same lines, other software and technology companies are offering extended free trials of their tools to help everybody get through this mess. Still confused on how to use all these tools? That's OK, that is why we're here. We're a Microsoft certified Office 365 cloud partner and have the experience and knowledge to get you going, and your business working remotely. Contact us today to get started.

A more detailed version of this article with hyperlinks to various resources can be found at <https://bit.ly/weston-remote-work>.

Jake Ortmann is the communications manager, factotum and scapegoat for Weston Technology Solutions. He drinks way too much soda and has a volume level that goes up to 11. Weston Technology Solutions has been serving the Pacific Northwest since 1994, providing people-friendly managed IT services to small and medium-sized businesses with offices in Bend, Anchorage and Spokane. jortman@weston-tech.com.

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Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Aristocat Development Corp 423 NE Clay Ave. Bend, OR 97701	541-389-8145	N/A	www.aristocat.com aristocat@aristocat.com	Larry Hunt	1	1985	Specialized vertical marketing software development.
Black Crater Software Solutions LLC 3044 Lansing Ct. Bend, OR 97701	541-280-3145	N/A	www.blackcrater.com andygray@blackcrater.com	Andy Gray	2	2005	Custom web, mobile, & desktop software development & technology consulting.
Cascade Chips Technical Services 19417 Seminole Cir. Bend, OR 97702	541-382-6650	N/A	www.cascadechips.com rick@cascadechips.com	Rick Olson	1	1992	Network design, installation & troubleshooting. Broadcast & studio engineering. Computer sales, service, upgrades, data recovery & virus/spyware removal. PC repair, upgrades, virus & spyware removal, data backup, wireless & wired networking.
Cascade Networking 14 NW Hawthorne Ave. Bend, OR 97701	541-617-0553	541-617-0580	www.cascadenetworking.com info@cascadenetworking.com	Lee Johnson	6	2005	IT Consulting, Office 365, LAN/WAN design & infrastructure, wireless network design, e-mail, remote access/VPN, virtualization, NAS & SAN storage, disaster recovery, licensing, server/PC sales & service, colocation, Cloud services, networking maintenance, security services & 24x7 support available.
Cascade Telecommunications / Cascade IT Services 220 SE Davis Ave. Bend, OR 97702	541-388-5158	541-382-9186	www.cascadetel.com helpdesk@cascadetel.com	Allan Clack	4	1990	Telecommunications, IT Networks, VOIP Networks, IT Managed services network, fiber optic, WAN, multi-site data cabling systems, pre-wire high speed data circuits.
Cash Register Systems 365 NE Greenwood Ave., Ste. 2 Bend, OR 97701	541-389-5797	N/A	www.bendpos.com sales@bendpos.com	Bruce Barnhart	3	1985	Point of Sale system sales, service & supplies, cash registers, BPA free thermal paper rolls, credit card processing services & equipment.
CLASSY KEYS Computer Services, Inc. 20149 Lora Ln. Bend, OR 97702	541-317-1242	541-312-5280	www.ClassyKeys.com evelyn@classykeys.com	Evelyn Whitaker	3	1987	Intuit advanced certified QuickBooks ProAdvisor providing QB consulting, bookkeeping & customization solutions.
CMIT Solutions of Central Oregon 129 SE Third St. Bend, OR 97702	541-330-0555	N/A	www.cmitsolutions.com/ centralor mcapell@cmitsolutions.com	Mark Capell	6	2003	IT outsourcing for small businesses, training & mentoring, technical support & troubleshooting, networking & computer sales.
Copiers Northwest 20350 Empire Blvd., A-1 Bend, OR 97701	541-388-1797	206-282-2010	copiersnw.com/locations/ bend-office/ contact@copiersnw.com	Bob Browning	6	1989	Canon & Samsung copiers, printers, faxes, scanners, sales, supplies & services. Digital filing systems to reduce paper & improve productivity.
Evolution Software Design, Inc. 64739 Alcor Place Bend, OR 97703	541-350-6408	N/A	www.evolutionsoftware.com design@evolutionsoftware.com	Michael Gerfen	3	2003	Technology partner for ecommerce, web, cross-platform mobile & enterprise software projects.
GreenLoop IT Solutions 61383 S Hwy. 97, Ste. C Bend, OR 97702	541-749-1105	480-968-5541	www.greenloopsolutions.com info@greenloopsolutions.com	Peter Wheary	12	2011	Provides IT support & consulting solutions to businesses between 3-100 users. From planning & budgeting to implementation & ongoing support we are your one stop Trusted IT Partner.
JF Possibilities, Inc. PO Box 1214 La Pine, OR 97739	541-410-2760	N/A	www.jfpossibilities.com info@jfpossibilities.com	Jon Foster	2	2003	Server Management, website & application development, consulting & computer security.
Lance Hardy PO Box 1041 Bend, OR 97709	541-390-2093	N/A	lancehardy.com lance@lancehardy.com	Lance Hardy	1	2001	AWS (Amazon Web Services) Certified Solutions Architect & AWS Certified Developer available for AWS consulting & implementation.
LBoyd Consulting, LLC 354 NE Greenwood Ave., Ste. 111 PO Box 99 Bend, OR 97701	541-383-4520	541-647-2269	www.LBoydConsulting.com Lori@LBoydConsulting.com	Lori R. Waterhouse	1	1991	Computerized accounting software sales & support, training, accounting process analysis & improvement, authorized resellers & trainers for Sage BusinessWorks accounting software, support Quicken & Quickbooks by Intuit & more. Contract CFO services on-site & remote access.
Little d Technology/ Verizon Authorized Wireless Retailer 16410 Third St, Ste.C PO Box 3054 La Pine, OR 97739	541-536-1079	N/A	www.littledtech.com support@littledtech.com	Kathryn DeBone	5	2005	Computer sales & service, Verizon Authorized Wireless Retailer.
MicroSphere Computers, Inc. 635 SE Business Way, Ste. 200 Bend, OR 97702	541-388-1194	541-388-0091	www.microsphere.net inquiry@microsphere.net	Don Thompson	8	1983	Business network specialists - network certified since 1986. Sales & support for desktops, laptops, servers; extensive networking & connectivity experience. Computer repairs, upgrades & data recovery. Microsoft partner, Intel provider, factory authorized Toshiba & HP printer vendor.
MPS Consulting 63025 OB Riley Rd., Ste. 7 Bend, OR 97703	541-389-9430	N/A	www.mpsconsulting.com michael@mpsconsulting.com	Michael P. Sullivan	3	1990	Training, Support & Sales on all Apple products & software, Secure Networking, on-call IT services, PC to Mac data xfers, install bigger HDs, iCloud, syncing, back up systems.

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Nine Peaks Solutions LLC 250 NW Franklin Ave., Ste. 103 Bend, OR 97703	541-797-7595	270-912-6554	NinePeaksSolutions.com EMailUs@NinePeaksSolutions.com	Eric D. Skidmore	5	2015	Technology consulting & services firm working with business solutions & Microsoft SQL Server software. Organization is an authorized gold level solution provider of Laserfiche – an enterprise content management & paperless workflow system; also partner with Microsoft, Dell EMC, Epson, Dropbox, DocuSign & SIGNiX. Extensive CORT & NuView payroll & human resources application experience.
Paul the Computer Guy 244 NE Franklin Ave., Ste. 2 Bend, OR 97701	541-330-0610	N/A	www.paulthecomputerguy.com paul@paulthecomputerguy.com	Paul Spencer	3	2005	Computer repair for PC & Mac. Walk-in & on-site service for business or home. Virus removal, tune-ups, wireless setup, data recovery, backups & more.
Printer Resources & Recycling, LLC 2669 NE Twin Knolls Dr., Ste. 205 Bend, OR 97701	541-318-5211	541-382-7882	www.MyPrinterResources.com frank@myprinterresources.com	Jason Blodgett, Mark Giltner, Frank Patka, Mickey Meszaro	5	2000	Printer, multifunction, copier, plotter service & supplies. Discounted quality toner & inks, E-waste recycling services - printers, faxes, desktop copiers, computers, monitors, toners, inks, cell phones, IT services.
Simply Mac 425 SW Powerhouse Dr., Ste. 307 Bend, OR 97702	541-647-2118	N/A	www.simplymac.com	AJ Uecker	6	2013	Warranty repair, hardware diagnostics, data recovery, software installation, iOS/iPod restore, onsite services, business solutions, onsite training
Solutions YES 888 NW Hill, Ste. 3 Bend, OR 97703	541-306-2222	N/A	www.solutionsyes.com sean.bell@solutionsyes.com	Sean Bell, Mark Howell, Chris Centers, Jack Myers	30	2011	Supplier of Kyocera copiers, printers, faxes & wide format machines complimented with Xerox's light production products. Provide network-connectable document imaging & document management systems, copiers, scanners, fax servers, printers. Certified to provide services on Lexmark, Savin, HP, Brother, Xerox, Canon, Gestener, Lanier, Kyocera, Ricoh, Dell.
Steven Floyd Consulting, Inc. 20360 Empire Ave., Ste. B7 Bend, OR 97703	541-330-0930	541-330-0949	sfcband.com sfloyd@sfcband.com	Steven Floyd	4	1996	Networking, computer maintenance & repair, virus removal & data recovery for MAC & PC computers.
TEKsystems 900 NW Mt. Washington Dr., Ste. 205 Bend, OR 97701	458-206-2244	N/A	www.teksystems.com tknox@teksystems.com	Tim Knox	6	2001	IT staffing & services.
TKO Computers, Inc. PO Box 664 Bend, OR 97709	541-317-8484	N/A	www.tkocomputers.com todd@tkocomputers.com	Todd Korwinski	2	2003	Computer sales & service, business & network support, custom built laptops & desktops.
Weston Technology Solutions 2214 NE Division, Ste. 201 Bend, OR 97703	541-383-2340	541-383-2350	www.weston-tech.com sales@weston-tech.com	Jake Ortman, Brock McFarlane	16	2002	People-focused tech support & monitoring services, provided by a Microsoft Silver Partner focusing on businesses with ten to 75 employees. Provides proactive maintenance, monitoring, tech support, & IT solutions to reduce downtime, & increase security & productivity.
William Sillas Computer Services Bend, OR 97701	541-350-4810	N/A	protechbend@live.com	William Sillas	1	1999	Upgrades, networking, repair, system diagnostics, system maintenance, Virus & spyware removal, wireless support & setups, new system sales & service.

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.



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And since our people have been around the block a few times, we know how to help you make decisions about the technology that runs your business. We use our expertise to explain how technology decisions can affect your company (good, bad, or otherwise). And we'll explain it without geek-speak so you can make informed decisions.

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BendBroadband 63090 Sherman Rd. Bend, OR 97703	541-312-6600	www.bendbroadband.com megan.rutherford@tdstelecom.com	Tyler Hönzel	1955	No	No	Yes	No	Call for the latest rates & promotions.	Call for the latest rates & promotions.	Internet/Telecom: Bend, Black Butte, La Pine, Madras, Prineville, Redmond, Sisters, Sunriver, Terrebonne; Data Center: Nationwide.	Full service telecommunications company providing internet, phone, video, data backup & restore, T-1, PRI, fiber, cloud & colocation services.
BendTel 130 NW Greenwood Ave. Bend, OR 97703	541-389-4020	www.bendtel.com sales@bendtel.com	Doug Cox, Tom Barrett	2003	No	Yes	No	Yes	N/A	Competitively priced business phone & internet.	USA with a focus in Central Oregon & Portland.	Business phone & internet. Guaranteed internet speeds up to 10Gbps. Hosted & premise-based phone systems. Traditional voice lines, SIP/VoIP, hosted voice. 24/7 tech support provided by local engineers. Provides fiber service, broadband service & high-speed internet service.
Central Oregon Internet 740 NE Third St., Ste. 3 Pmb 213 Bend, OR 97701	541-389-1303	www.coinet.com sales@coinet.com	Gary Mart	1997	Yes	Yes	No	No (only wireless router)	Starting at \$10	Starting at \$10	Central Oregon within calling area.	High-speed DSL, dial-up accounts, domain registration, website storage, website development & voice over IP, virus removal, spyware, spam services, upgrades, business phone systems.
Fatbeam 2065 West Riverstone Dr., Ste. 202 Coeur D'Alene, ID 83814	509-344-1008	www.Fatbeam.com erik.buhl@fatbeam.com	Erik Buhl	2010	No	No	No	N/A	N/A	Dependent on Fiber Build	Bend, OR.	Internet (Fiber), Dark Fiber, Lit Fiber, Ethernet.
InfoStructure 288 South Pacific Hwy. Talent, OR 97540	541-773-5000	www.infostructure.net support@infostructure.net	Scott Hansen	1994	Yes	Yes	No	N/A	N/A	Call for rates	Oregon.	Internet & voice services.
IS Networks (Formerly Quantum Communications) 258 SE Salmon Dr. Redmond, OR 97756	541-923-5599	www.isnetworks.net apatterson@isnetworks.net	LoriAnn Kuhn, Byron Cantrall, Ron DiTullio	2001	No	No	No	Yes	N/A	Call for rates.	Oregon, Southern Washington.	Business network connectivity & communications services including: High-speed fiber internet, unified communications & Ethernet transport. Fully redundant network backbone with 24/7 proactive support & network monitoring.

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BendTel’s Latest in Fiber

by TIM HOWE, Chief Technical Operator — BendTel

When BendTel began designing our fiber infrastructure, it was based on feedback from local customers about what was missing from their existing internet service. By far, the biggest issue was reliability. As a response to this, we designed our own flagship Carrier Grade BendTel Metro fiber product. We were able to deliver maximum reliability and uptime with our geographically-redundant built fiber feeds to the Customer premise. This was especially challenging, as the product was so unique that the industry did not have a ready-made technology that, as a carrier, we could purchase and deploy to our customers. So, we took the current best of breed products and protocols and designed, from scratch, the best fiber optic internet product possible. Tailoring it especially for the Bend business market and offering it at a price that was disruptive to the local market.



PHOTO | COURTESY OF BENDTEL

Since then, we continue to build our fiber infrastructure specifically to take advantage of the most recent and upcoming technologies. While the latest XGS-PON gear is still hot off the fabrication line, we are already testing it in preparation for deployment. We will be integrating this into new areas of our fiber footprint expansion. It will be purpose-built for ubiquitous distribution to commercial and residential customers alike.

As a response to COVID-19 we’ve seen an increased demand for higher upload speeds in residential services to accommodate for remote learning and working. For some businesses, there has been an increased demand for symmetrical bandwidth services to cope with remote worker connectivity. While other businesses, such as restaurants, have made changes to their PBX systems and added additional phone

lines to adjust to the increased demand for more carry out orders. Using our fiber optic facilities, the gold standard in data transmission mediums, BendTel offers high download and upload speed, extremely low latency and almost unheard-of reliability on our best-of-breed equipment right here in Bend. We also offer flexible network configuration to accommodate your business needs, dual-stack IPv6 connectivity and of course local support from knowledgeable engineers and technicians who can customize a solution to fit your needs.

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Central Oregon-Based Internet Providers *(Listed Alphabetically)*

Company / Address	Phone	WebSite/Email	Contact	CO Year Est.	Dialup Service	DSL Service	Cable Service	Wireless Service	Residential Cost (monthly)	Business Cost (monthly)	Areas Covered	Services
Para-tech Satellite Systems 361 NE Franklin Ave., Bldg. E #15 Bend, OR 97701	541-389-1514	www.paratechsatellite.com paratechsat@gmail.com	Nancy Baker	1983	No	Century Link	Bend-broad-band Internet	Century Link, Bend-broadband, Yellowknife, Webformix, HughesNet Satellite Internet, DishNet Satellite Internet	Century Link starts at \$45/mo	N/A	Central Oregon.	High Speed internet access & phone, satellite TV, local antenna TV.
PrineTime.net 976 NW Third St. Prineville, OR 97754	541-447-9840	www.Prinettime.net ptadmin@prinettime.net	Jason & Denise Wilkins	2001	No	No	No	Yes	\$39.95 4MB Connection	\$50 10MB Connection	Central Oregon, Heppner & Ione	High speed wireless service, virtual domain hosting. Including web hosting & design, point-to-point, line of sight wireless, phone service.
Sureline Broadband 596 SW Fourth St. Madras, OR 97741	541-699-0030	www.surelinebroadband.com sales@surelinebroadband.com	Josh Richesin, Lamont Boileau, Brianna Bartolini, Shelly Richesin	2013	No	No	No	Yes	Starting at \$39	Starting at \$99	Central Oregon	Local dedicated highspeed broadband internet provider — business & residential services to include phones & professional services. All packages include antivirus, 24/7 support, no data caps & full network redundancy.
Webformix 67 NW Hawthorne Ave. Bend, OR 97703	541-385-8532	www.webformix.com info@webformix.com	Eric Ozrelic	2004	No	No	No	Yes	\$50-\$135	\$50-\$135	Areas Covered Bend, Redmond, Madras, Prineville, Sisters, Culver, Three Rivers, Crooked River Ranch, Terrebonne, Alfalfa, Powell Butte, Grants Pass, Merlin, Rogue River & Coos Bay	Residential & apartment complex/hotel wireless highspeed internet.
Yellowknife Wireless Company, LLC 1259 NE Second St., Ste. 200 Bend, OR 97701	541-385-0111	www.ykwc.com info@ykwc.com	Chris Cappuccio	2005	No	No	No	Yes	Internet starting at \$49.95/month; unlimited local & long distance phone service starting at \$27.00/month.	Internet starting at \$59.95/month; unlimited local & long distance phone service starting at \$40.00/month.	From Bend to Tumalo, Sisters, Eagle Crest, Redmond, Crooked River Ranch, Terrebonne, Powell Butte, Alfalfa, Sunriver, La Pine, Gilchrist & Crescent, Madras, Culver, Prineville	Business & residential unlimited local & long distance phoneservice starting at \$27/month. Fully hosted & managed VOIPsolutions. Consolidate your communications & bring the savings of IP telephone lines directly to your home, desk orPBX. Includes voice-mail, conference-calling, call-forwarding,call-roll-over & caller-ID.

Web Designers & Digital Marketing *(Listed Alphabetically)*
See Advertising Agencies in the Book of Lists for more companies that include web design.

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Alpine Internet 838 NW Bond St., Ste. 2 PO Box 31 Bend, OR 97703	541-312-4704	N/A	www.alpincinternet.com hello@alpincinternet.com	Brian Cash	5	1999	Website & app development, hosting, cloud services, support & devops, data-driven results, WordPress development, email & social marketing, webmaster services, webdatabases, consulting services, Apple developer, certified Google Apps partner, certified Google AdWords partner.
Astir Agency 920 NW Bond St., Ste. 203 Bend, OR 97703	541-678-5889	N/A	www.weareastir.com hello@astiragency.com	Tim Jones	4	2012	Strategy-driven branding & design for the outdoor industry & nonprofits worldwide.
Bend Web Design 63109 Turret Ct. Bend, OR 97701	541-678-3668	N/A	www.bendwebdesign.co info@bendwebdesign.co	Jason Morgan	1	2014	Web design, search engine optimization, social media marketing, graphic design, IT & more.
Binary Star Systems Bend, OR 97701	541-316-8027	N/A	www.BinaryStarSystems.com hello@binarystarsystems.com	Lisa Sipe, Jim Sipe	2	2003	Website design, software development, mobile app development, email marketing, branding & graphic design.
Camp Creative, Inc. 1005 SW Disk Dr., Ste. 104 Bend, OR 97702	541-622-3636	N/A	www.campcreative.net rcamp@campcreative.net	Richard Camp, Mike West, Amber Caisse	10	2015	Full service UX design, customer journey development, web application design & development, interactive touch screens, content development, copywriting, SEO, social media strategy & management. Web application development.
Cross Dot Digital & Creative Agency LLC 1001 SW Emkay Dr., Ste. P Bend, OR 97702	541-977-7797	N/A	www.crossdotdigital.com hello@crossdotdigital.com	Michelle Hart	10	2019	Graphic design, brand identity, website design, social media, copywriting & content marketing, digital marketing services, reputation management.
Druery Web Design LLC 390 SW Columbia St., Ste. 120 Bend, OR 97702	541-390-2676	N/A	www.druerywebdesign.com karen@druerywebdesign.com	Karen Druery	3	2007	Custom websites, mobile websites, search optimization, content management systems, domains & hosting, 24x7 free product support.
Five Talent Software 2738 NW Potts Ct., Ste. 110 Bend, OR 97703	541-362-1868 x102	N/A	www.FiveTalent.com Preston.Callicott@FiveTalent.com	Preston Callicott, CEO	40	2004	Build-to-suit custom applications such as enterprise web apps, mobile apps, IoT, AI/ML, & responsive websites; content strategy & digital marketing; strategic consulting for digital product/service strategies & amazon web services (AWS) advanced partner.
JF Possibilities, Inc. PO Box 1214 La Pine, OR 97739	541-410-2760	N/A	www.jfpossibilities.com info@jfpossibilities.com	Jon Foster	2	2003	Server Management, website & application development, consulting & computer security.
Kinetic Branding 780 NW York Dr., Ste. 204 Bend, OR 97703	541-550-7272	N/A	www.kineticbranding.com paul@kineticbranding.com	Paul Ruetters	2	2000	Brand strategy, graphic design, web design, SEO, CMS, E-Commerce, advertising, packaging design, print design.
Litehouse Technology, LLC 740 NE Third St., Ste. 3 Pmb 152 Bend, OR 97701	541-589-3362	N/A	www.litehousetech.com contact@litehousetech.com	Zack Jenks	1	2007	Web development & support.

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Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS. **Deadline September 30, 2020.**
Only percentage of growth will be published.

2019 Winners:

- #1 — Eyce LLC

#2 — Broken Top
Candle Company

#3 — Southside Physical
Therapy Inc.

#4 — Steele Associates
Architects LLC

#5 — Broad Sky Networks

#6 — CiES Inc.

#7 — Preston Thompson
Guitars, LLC

#8 — Minuteman Press

#9 — Composite Approach
- #10 — Velox Systems

#11 — Everist Irrigation

#12 — Budget Blinds
of Central Oregon

#13 — ATL Communications

#14 — DiversiPied Heating
& Cooling, Inc.

#15 — N the Zone Ink

#16 — Step & Spine

#17 — TechLink

#18 — Specialty Auto Electric, Inc.

#19 — Central Oregon Eyecare, PC

#20 — Bennington Properties LLC

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Web Designers & Digital Marketing *(Listed Alphabetically)*
See Advertising Agencies in the Book of Lists for more companies that include web design.

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Lulish Design 3720 NW 25th St. Redmond, OR 97756	541-350-0594	N/A	www.Lulish.com lynnette@lulish.com	Lynnette Braillard	2	2005	Marketing agency offering web design & development, search engine optimization, search marketing, social media, marketing communications & creative campaigns.
Mazama Media 336 SW Cyber Dr., Ste. 100 Bend, OR 97702	541-728-0558	N/A	www.mazamamedia.com info@mazamamedia.com	Sarah Turner	25	2013	Result-driven social media management, web design, search engine optimization, graphic design.
Organic Webs 204 NW St. Helens Pl. Bend, OR 97701	541-617-8574	N/A	www.organicwebs.com mas@organicwebs.com	Michelle Sobala	3	2002	Custom Wordpress themes & websites, user conversion, user experience, search engine optimization, Facebook ads, YouTube optimization, APPS, graphic design & more.
Schloer & Associates 61835 Walter Ct. Bend, OR 97702	541-388-7342	541-318-9994	www.schloer.com in2dtp@gmail.com	Harriett Schloer	3	1985	Website design for nonprofits, multimedia design, internet marketing.
SMARTZ 450 SW Powerhouse Dr., Ste. 429 Bend, OR 97702	541-388-4398	N/A	www.smartz.com info@smartz.com	Mark Knowles	19	1987	Smartz can help your business with paid marketing, creative web design, smart development & disciplined web marketing principles, to deliver bright, meaningful results & ROI. Certified Google Premier Partner, over 25 years of service.
Snyder & Sons Unlimited 521 NE Seward Ave. Bend, OR 97701	541-330-1803	541-382-6927	www.snyderandsons.com info@snyderandsons.com	Lori Pintok-Snyder	1	1996	Graphic design, website design & printing.
Spangler Creative 516 SE Gleneden Place Bend, OR 97702	541-799-9113	N/A	www.spanglercreative.com matt@spanglercreative.com	Matt Spangler	1	1993	Brand identity, graphic design, web design, web development, ad campaign design, print collateral from business cards to annual reports, outdoor billboards & signage, apparel imprint design. Over 25 years experience with global nonprofit organizations.
The Garage, Inc. PO Box 8531 Bend, OR 97708	541-330-5950	N/A	www.thegarageinc.com art@thegarageinc.com	Marie Wirtz, Art Wirtz	5	1996	Website design, web marketing, Wordpress CMS, custom CMS development, SEO/user experience.
Web Mentors 160 S Oak St., Ste. 414 PO Box 3500-414 Sisters, OR 97759	541-408-1693	N/A	www.webmentors.com michael@webmentors.com	Michael Curry	3	2002	eBusiness solutions for strategic direction, new websites, updated branding, logo & search engine optimization.
WebBlox 780 NW York Dr., Ste. 204 Bend, OR 97703	541-848-7749	N/A	www.webblox.com paul@webblox.com	Paul Ruetters	3	2012	Custom web design, web development, content management system, Search Engine Optimization, social media, e-commerce.

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.

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Genevieve Farrington

Genevieve Farrington joined **Capstone Certified Public Accountants, LLC** as a CPA candidate in December of 2018, and took a long journey to achieve her CPA license. At 16 years old, she knew she wanted to follow her grandmother's path (accountant for the city of Wheaton, IL) and work in accounting. She went to the same college as her grandmother, DePaul University in Illinois, but changed her major to education. After taking a few side-paths to teach and be a stay-at-home mom, she achieved her goal this year and is now a CPA.

Farrington lives in Sisters with her husband and son. Since 1998, Farrington and her husband have owned and operated Velocity Sports Equipment Inc. They manufacture custom skydiving harnesses and ship them all over the world. Now that she can take a break from using all of her spare time to study, she hopes to catch up on reading-for-fun, camping, hiking and spending time with her family, both local and in Western Washington.

Hydro Flask announces three new additions to its leadership team. **Jay Wilkins** joins Hydro Flask as vice president of Product Development, and **David Brown** will serve as the North American sales director across all categories. Expanding Hydro Flask's presence in the European market, **Kit Ha** will serve as director of Marketing, EMEA for Helen of Troy's Housewares Division, which includes the Hydro Flask and OXO brands.

Wilkins will direct his team in evolving global multi-category product roadmaps, further solidify category-leading positions and develop strategies to extend Hydro Flask into new outdoor categories. Wilkins brings a depth of experience in strategic business development that includes nearly a decade at Nike where he served as Global GM of Nike iD and Category Footwear Leader for Men's Training, among other roles. Prior to joining Hydro Flask, Wilkins was named senior vice president of National Accounts for Coffee Bean International before consulting on behalf of a number of global lifestyle brands, including Hydro Flask's customization line. Wilkins founded and sold a successful e-commerce business early in his career and also served as an Aviation Officer in the U.S. Army, commanding an AH-64 Attack Helicopter Troop. Wilkins holds an master of business administration degree from Harvard Business School.

Brown's veteran career spans senior sales leadership roles across Nike's athletic specialty, emerging markets and running divisions, finally serving as vice president of Global Merchandising for Brand Jordan. Since departing Nike in 2015, Brown has consulted for a variety of brands within footwear and outdoor apparel. Brown will lead a cross-functional team to drive and manage strategies for continued growth across Hydro Flask's sport and outdoor, food and beverage, military, collegiate and other channels.

Ha brings to her new position global experience in media, sports and retail brand marketing, including roles with Adidas and Reebok. Most recently, Ha served as head of marketing for Swiss sports apparel brand OLDÖ, following a 20 year career in Hong Kong. Ha will oversee integrated marketing planning and execution within the region for the Hydro Flask and OXO brands that comprise Helen of Troy's Housewares Division. Ha will be based in Lausanne, Switzerland.



Jay Wilkins



David Brown



Kit Ha



Turner Weber

The Wallace Group announces that **Turner Weber** joined the firm as a construction services technician and an aspiring special inspector. Weber brings over five years of experience in testing of soils, aggregates, asphalt pavements and concrete. His quality assurance testing responsibilities have included large civil and DOT projects, residential and commercial buildings, water treatment plants, ski lifts and bridges. In addition to his deep knowledge of laboratory testing for construction materials, Weber has experience with batching ready-mixed concrete.

BBT Architects (BBT) announced that **Odessa Cleavenger** has joined their team as a design staff. Cleavenger recently graduated from the University of Oregon's School of Architecture and Environment with a bachelor's of architecture and also minored in interior architecture.

Cleavenger's journey brings her back to her hometown of Bend where as a graduate of Summit High School received the BBT Architects Scholarship, and also completed a summer internship with the firm. Cleavenger is excited to see how the practice of design is implemented in a real-world setting. Along with gaining valuable time interacting with staff and clients, she will be an active team member providing 3D renderings and technical support on a variety of projects.



Odessa Cleavenger

Bruce Morris has been hired as Station Manager at **KPOV 88.9 FM, High Desert Community Radio**. Morris has served as KPOV's development director and programming director since 2015. He replaces Jill Mahler, who has been the station manager for five years and previously served as office manager for seven years. Mahler will step down and Morris will assume the station manager duties in September.

KPOV will hire a new development director. Information about this position can be found at k pov.org/job-openings.



Jonathan Powell

Jonathan Powell, CPA has been promoted to a partner at **Kernutt Stokes**. Powell joined the firm in 2010 and provides in-depth audit, tax and accounting services to clients. His industry specialties include professional services, medical and dental, construction, manufacturing, agriculture, forest products and real estate. Powell is based in the firm's Corvallis office, established in 2018.

Before joining Kernutt Stokes in 2010, Powell worked in sales for several small businesses and received a bachelor of science degree in accounting in 2006 from Oregon State University. He holds memberships at the American Institute of Certified Public Accountants (AICPA) and the Oregon Society of Certified Public Accountants (OSCPA), where he sits as vice chair of the Forests Products Project Committee.

Total Real Estate Group in Bend announces the addition of four new Real Estate Brokers to its Bend roster, **Terri Kelly, Dave Bodi, Beth Kenney** and **Jessica Ruhl**.

Total Real Estate Group moved to the Clearwater Crossing Building in Northwest Crossing in November of 2019, providing ample room for growth and expansion among the team. Fueled by their unparalleled commitment to their agents and supportive group efforts, the leadership team has been actively pursuing brokers who share their entrepreneurial-minded approach to business, characteristics shared by each of the new additions.

Kelly has more than 17 years of experience in the real estate business. She began her career in the Tahoe-Truckee, California area where she raised her family. Kelly prides herself on her dedication to her clients. Educating them about the local market, city growth and economic trends is her number one priority.

Bodi is an Oregon native with an extensive background in hospitality working as a sommelier and executive chef. Bodi knows that hospitality is more than just providing a service, it's making the client feel comfortable and taken care of. With this spirit of collaboration, Bodi pledges to guide his clients along the home buying or selling journey with professionalism while responding to their needs and facilitating the process.

Kenney is a native Oregonian passionate about delivering personal service and results. With over 15 years' experience in the financial litigation consulting industry, Kenney went into real estate ready to utilize those learned skills to advise her clients through a smooth home buying or selling process. Kenney firmly values relationships and believes that personal relationships are paramount.

Ruhl was born and raised in Bend. Her dad was a home builder, providing Ruhl with a unique perspective of the real estate industry and the local market. Having spent the last 13 years working for St. Charles Hospital as an exercise physiologist in Cardiopulmonary Rehab helping patients recover from Heart surgery, Ruhl is excited to use those same skills of care, trust and attention to detail with her clients as a real estate broker.



Terri Kelly



Dave Bodi



Beth Kenney



Jessica Ruhl



Ian Jensen

Anthony's Restaurants introduces **Ian Jensen** as the new head chef for their location at the Old Mill District.

Jensen's professional venture into the restaurants began at the age of 18 when he was hired as an entry level cook at the Mauna Kea Beach Hotel in Hawaii. He was simultaneously studying the culinary arts program at Hawaii Community College at the University of Hawaii where he eventually earned his degree.

He remained at Mauna Kea Resort until 2016 when he and his family relocated to Seattle, Washington. He held a Lead Line Chef position at the W Hotel, Sous Chef position at Emory's on Silver Lake, Executive Chef at Sansei Seafood Restaurant and Sushi Bar and Chef De Cuisine at Angel of the Winds Casino before joining the Anthony's team in 2020.

Rosendin is proud to recognize five apprentices who graduated from the Central Electrical Training Center.

These apprentices were accepted into the highly competitive training program less than five years ago, taking night classes while completing more than 8,000 hours of on-the-job training at Rosendin construction sites and regional offices. Today, all five are certified Journeymen Wiremen with the International

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Brotherhood of Electrical Workers (IBEW) Local 280.

Max Benton's apprenticeship with Rosendin began at Facebook PRN3, the Prineville campus' third data center, working with construction, prefabrication and sustaining crews. He is currently constructing a pre-engineering metal building and living in Bend.

Kevin DeWitt worked for Rosendin throughout his entire apprenticeship, helping to build and sustain Facebook PRN3. As a resident of Prineville, Kevin is a valued member in all facets of being an inside wireman.

Patrick Kehoe began working as a Material Handler for the IBEW, where his hard work, determination and positive attitude helped him excel in the apprenticeship program.

Nevada's St Clair's apprenticeship with Rosendin began at the Dry Creek project in Prineville, and later at Facebook's Data Centers and Oregon State University Cascades.

After graduating high school, **Trevor Walton** attended college and worked in real estate before launching his career as an electrician. He is proud to have completed his apprenticeship and excelled on his Journeyman test.

Apprentices pay about \$5,000 for the training program, with additional funding coming from IBEW, NECA (National Electrical Contractors Association) and corporate partnerships.

The **Red Cross Cascades Region** chapter in Central and Eastern Oregon, which serves the residents of Crook, Deschutes, Gilliam, Grant, Harney, Hood River, Jefferson, Morrow, Sherman, Umatilla, Wasco, Wheeler, Burns Paiute Reservation, Umatilla Reservation and Warm Springs Reservation, announces the appointment of a new member of its board of directors.

Joining the board is **Deb Tebbs**, owner and CEO of Cascade Sotheby's International Realty. Tebbs has been an Oregon resident for over 30 years and a full-time Oregon realtor for nearly 20 years. She is the owner of Sotheby's Cascade International Realty, known as a high-end homes and resort properties expert for Central Oregon and beyond, with real estate experience that extends statewide.

Tebbs joins the other members of the Central and Eastern Oregon board carrying out the mission of the Red Cross, to prevent and alleviate human suffering in the face of emergencies by mobilizing the power of volunteers and the generosity of donors.

Lava Terrace Cellars' first entry in wine competition resulted in international recognition. The prestigious 2020 Sunset International Wine Competition, held

annually in Sonoma, California, has awarded silver medals for Lava Terrace Cellars' 2017 barrel aged Marechal Foch and 2018 barrel aged La Crescent. The grapes for both vintages were grown at 3,440 feet elevation in Bend.

More than 2,700 wines were entered in the competition with this year's "Best of the Best" awarded to Graciana Winery's Reserve Pinot Noir 2018. Central Oregon's Faith, Hope and Charity Vineyard received three medals for their 2017 Leon Millot, 2018 La Crescent and 2017 Frontenac.

The **Alzheimer's Foundation of America (AFA)** named **Pilar Elaine Carson** of Bend the first-place winner of its national 2020 Teens for Alzheimer's Awareness College Scholarship Essay Contest and awarded her a \$5,000 college scholarship. Carson was chosen from approximately 2,000 entries nationwide for her essay about her experiences with her grandfather, who lived with Alzheimer's disease, and her time working in a memory care facility.

Carson's essay focused on her grandfather and her fond memories of him. Carson also wrote about her experiences working in a local memory care facility where she participated in art projects, gardening, exercise, "Coffee Talks" and numerous other activities with the residents.

Carson's experiences have inspired her to pursue a double major at Occidental College in Los Angeles—psychology, where she wants to focus on how best to interact with individuals in varying stages of Alzheimer's disease, and political science, to help bring more urgency to Alzheimer's research and finding a cure through the legislative process.



Pilar Carson



Elizabeth Rollock of Prineville won the grand prize in the Purina Horse Owner Dream Giveaway Sweepstakes. Rollock will receive a 2019 Ford F-350 Super Duty 4x4 crew cab pickup truck with the western hauler appearance package, plus a 2020 Sooner 3-Horse Premier LQ Trailer. The approximate retail value of both is \$160,000.

More Who's Who Page 26 ►

Businesses Serving Community



(L-R) HAYDEN WATSON, CHAIRMAN OF HAYDEN HOMES, RANAE STALEY, EXECUTIVE DIRECTOR OF THE GIVING PLATE AND DAVID WOODS, CONTROLLER AT HAYDEN HOMES | PHOTO COURTESY OF HAYDEN HOMES

THE GIVING PLATE

Hayden Homes surprised The Giving Plate with a \$25,000 donation in support of their mission of feeding our neighbors in need. Additionally, the funds will support The Giving Plate's strategic organizational initiatives needed to ensure they can continue providing food to those in need, such as offering home delivery services.

RIMROCK TRAILS TREATMENT SERVICES

Rimrock Trails Treatment Services received a \$500 grant from the Rotary Club of Crook County to provide storage of sports equipment in the residential treatment facility's gymnasium.

LATINO COMMUNITY ASSOCIATION

Because the Latino Community Association (LCA) had to cancel its annual Gala de Oro due to the coronavirus, the Oregon Community Foundation (OCF)

awarded a \$25,000 grant to LCA to help make up the gap in funding and sustain its local response to the pandemic.

This grant from OCF's Oregon Community Recovery Fund indirectly supports what has become LCA's primary focus this year: providing emergency financial relief to laid-off immigrant workers.

LCA was poised to celebrate its 20th anniversary at the Gala de Oro in early April and expected to raise about \$82,000. LCA initially postponed the Gala to late July. But in early May, Oregon Governor Kate Brown barred large gatherings at least through September, so LCA cancelled the 2020 Gala.

Partners throughout Oregon created the Oregon Community Recovery Fund in March. Its host, OCF, rapidly deployed resources to community-based organizations at the front lines of the coronavirus outbreak, with a focus on Oregon's most vulnerable populations.

MOSAIC MEDICAL

Mosaic Medical was awarded \$50,000 from the OHSU Knight Cancer Institute Community Partnership Program. The funds will be used to help patients keep up with health screenings at home during COVID-19.

Mosaic Medical plans to provide a concierge colon cancer screening service for our patients. Part of the program includes screening reminders sent via text message, mailing test kits directly to patients and virtual lunch and learns. By investing in these new methods, we hope to educate our patients and the community on the importance of keeping up with health screenings at home while in quarantine.

FOOD4ALL

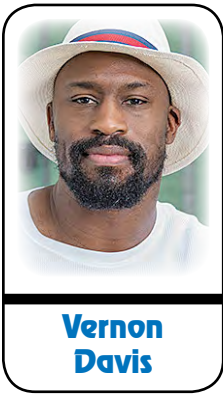
Food4All Incorporated received \$100,000 in grant funding under the United States Department of Agriculture's (USDA) Small Business Innovation Research (SBIR) program. The SBIR program is administered by the National Institute of Food and Agriculture (NIFA). The grant will fund a pilot project aimed at developing technology for small to mid-scale food producers to sell online directly to restaurants, schools, hospitals and other institutional buyers within their region. This milestone is a major move for Food4All on its mission to streamline the local food supply chain by connecting buyers and seller online.

FAMILY ACCESS NETWORK

The Family Access Network (FAN) received a \$4,500 grant from the Autzen Foundation, which will provide 45 local children and families in Central Oregon with essential needs including nutritious food, safe shelter, clothing, health care, school supplies, positive youth development and much more.

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Riff Cold Brewed has added former Super Bowl champion **Vernon Davis** to its advisory board. Davis, a 15-year NFL veteran turned entrepreneur, who over the past few years has aligned himself with several purpose-driven companies, has engaged with Riff after being inspired by the company's strong sense of purpose, aligned values and commitment to positive and social environmental impact. Davis will focus on helping the Riff team build brand awareness, develop new product innovations and further strengthen its commitment to social equity and inclusion. Davis joins an already seasoned group of advisors whose experience and expertise spans across food and beverage, CPG, beer, retail, distribution, consumer insight and high tech.

Craig Wanichek, president and chief executive officer of **Summit Bank** (OTC Pink: SBKO), announced that **Rachael Baker** has been promoted to vice president, compliance officer. She is responsible for managing all facets of regulatory compliance affecting bank operations, including marketing, deposits and lending through Summit Bank's Compliance program. She will also maintain and assess compliance policies and business procedures for integration of regulatory requirements and industry best practices. Baker was the second hire in Summit Bank's de novo Central Oregon office when it opened five years ago, and her promotion includes being appointed to Summit Bank's Leadership Team. Baker is an active member of the Central Oregon community. She serves on the advisory board of Heathy Families of the High Desert, volunteers regularly with the local school district and coaches youth softball.



Mosaic Medical, recently welcomed **Carla Stevens**, RN, MS as chief operations officer. Stevens began her career in nursing prior to moving into healthcare administration and operational leadership roles. Over the course of her 30-year career she has served in positions in ambulatory practice, provider relations, quality programs, system operations and process improvement. Stevens has a master of science in management, a bachelor of science in nursing and business administration and extensive training and practice in leadership development and process improvement. She was most recently with St. Charles Health System, and was previously with Presbyterian Health Services.

Rimrock Trails welcomes **Kiley Gilbert**, PMHNP-BC, to the team. Looking to increase access to psychiatric medication management in Central Oregon, Gilbert will be the contact for our new telepsychiatry practice. Gilbert earned a bachelor of arts degree in biology and Spanish from Augustana College, bachelor and master's of science degrees in nursing from the St. Louis University in Missouri and she is a board-certified psychiatric mental health nurse practitioner. Prior to coming to Rimrock Trails, Gilbert started as a nurse case manager on an Assertive Community Treatment team in St. Louis and then moved to Colorado and worked on a pediatric psychiatric inpatient unit. After graduating as a nurse practitioner, she worked in an outpatient community mental health center and assisted hospital alternative facilities as well as jail systems. Upon moving to Wisconsin, Gilbert began telepsychiatry and currently, works with all ages and diagnoses. An outdoor enthusiast, one can find Gilbert, her husband, two-year-old son and their dog Louie fishing, kayaking and cycling. She is also learning how to play the ukulele and enjoys yoga on her downtime.



Sunriver Nature Center & Observatory Welcomes New Ambassador Animal

Sunriver Nature Center & Observatory (SNCO) has welcomed a female Eurasian Eagle-owl (*Bubo bubo*) to its ambassador animal program. The owl is the first new raptor to come to the center since 2016. The young owl, who is unnamed at this time, was hatched at a New York-based wildlife center on June 4 of this year and traveled to Sunriver in early July. Because of airline restrictions on transporting animals due to the COVID-19 pandemic, the owlet made the four-day journey via car, accompanied by a member of SNCO's animal care staff. Since arriving at the center, the owl has been acclimating to its new environment and gaining experience with different sights, sounds and people to help prepare her for her role as an ambassador of bird conservation. The Eurasian Eagle-owl joins the center's collection of ambassador birds that includes a Golden Eagle, Swainson's Hawk and Great Horned Owl. Although closely related to Great Horned Owls, Eurasian Eagle-owls are physically distinctive due to their large size and deep orange-colored eyes. This species is known as the largest owl in the world with a wingspan of up to six feet and weighing nine to ten pounds. As their name suggests, the owls are found throughout Europe, Asia and North Africa and can occupy many different types of habitats. With sights set on a future expansion of its facilities and programs, Sunriver

Nature Center & Observatory's animal program has been evolving over the last two years, incorporating new practices to ensure that the animals' quality of life continues to be valued at the highest level. The Eurasian Eagle-owl will be the first animal to come into the redesigned program that includes a robust training and enrichment program led by animal program coordinator, Kelli Neumann. The Eurasian Eagle-owl will serve as an educational ambassador helping to educate over 50,000 visitors yearly about bird diversity and conservation. "We are excited for the many new opportunities that the eagle-owl will create for students, families and our visitors to connect with nature in an up-close and personal way," said Abby Rowland, executive director. "As the COVID-19 pandemic continues to present challenges for our organization, the owl is a welcome addition to our collection and reaffirms our mission to inspire others to understand and cherish the natural world." The Eurasian Eagle-owl can be visited on exhibit at Sunriver Nature Center & Observatory, with general admission. Reservations are recommended for daytime visits and can be made online at snco.org. Private meet and greets are also available for a more personal and up-close encounter with the owl.

snco.org • snco.org/eagleowl

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Heart ‘n Home Hospice Receives Best Place To Work Award During Pandemic

CBN Staff Report

Heart ‘n Home Hospice has been selected by *Modern Healthcare* as one of the 2020 Best Places to Work in Healthcare. A healthy work culture is always a priority to the leaders of Heart ‘n Home — this is the seventh time they have earned this recognition.

“It has been an especially trying year for the world, and healthcare in particular as COVID-19 ravages our communities and your workplaces,” said Aurora Aguilar, *Modern Healthcare*’s editor. “But the organizations recognized on this year’s list rose to the top and continued to be a source of strength for their teammates. They have seen their colleagues fall ill to the virus and struggled with the economic impact of the pandemic. The loyalty and trust between employers and their workers is being put to the test now more than ever. We congratulate the Best Places to Work in Healthcare for continuing to serve their workforce and communities during such an unprecedented time.”

“This is a great honor of course, we strive to be a great employer to our wonderful family of staff,” said Adam Stice, senior vice president of HR. “They have worked harder than ever over the past months. We look forward to receiving the feedback to see how we can get better. This award is certainly due to the high class of individuals that work within this organization. Truly EACH employee is our greatest asset and will continue to be our number one priority.”

This award program identifies and recognizes outstanding employers in the healthcare industry nationwide. *Modern Healthcare* partners with the Best Companies Group on the assessment process, which includes an extensive employee survey.

When asked what was the most important criteria used for this award, “Participation from employees,” said Kandice Dickinson, director of Public Relations for Heart ‘n Home Hospice. “Once you have a high enough percentage you are entered in, and then it’s based off of employee’s feedback.

“What I’m most proud of [in winning this award] is the fact that our employees felt happy at work, taken care of and that their safety and family’s safety was a priority; and positively led by leaders during one of the most uncertain and

unprecedented times since Heart ‘n Home opened,” continued Dickinson. “To gain this recognition is prestigious, but during a time of national emergency and a pandemic, that is something we are very proud of. Our leadership team looks forward to reviewing the feedback and improving in areas where it is needed.”

Heart ‘n Home Hospice needed to have special training to help the business become the best place to work. “Heart ‘n Home sends each employee through a “transformation week.” Similar to a new employee orientation, except we go much deeper in meaning in your professional and personal livelihood,” said Dickinson. “We continue for several weeks after the initial week with discipline-specific training for nurses, personal care assistants, care navigators and spiritual and grief counselors. We also have simulation rooms with talking manikins — that every employee uses to practice our visit. We go through multiple scenarios, from basic to advanced, to practice in a safe environment and not in patient’s homes. Every employee tests out annually. We utilize System 7, which is an extraordinary people development process that instills confidence and competence in every employee.

“Our team is working harder than ever during COVID-19 for patients and their families. We are still seeing patients, accepting new ones and have a COVID dedicated team for those positive. We are here for our community and want them to feel our love,” said Dickinson.

The complete list of this year’s winners, in alphabetical order, is available at ModernHealthcare.com/bestplaceslist. *Modern Healthcare* will publish a special supplement featuring a ranked list of all the winners along with the October 12 issue.

Heart ‘n Home Hospice will find out their ranking on the Best Places list and be celebrated at the 2020 Best Places to Work in Healthcare awards gala taking place virtually on October 8 in conjunction with the Workplace of the Future Conference. Information on the award celebration and conference is available at ModernHealthcare.com/WOTF.

gohospice.com

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Pacific Power’s Blue Sky Renewable Energy Program Celebrates 20 Years of Community Impact

The premise is simple: when everyone takes a small step together, the impact can be momentous. Twenty years ago, it was this idea that built Blue Sky — a customer-powered, opt-in program offered by Pacific Power, a division of PacifiCorp, that helps local residents, small businesses and municipalities support renewable energy and environmental stewardship in their communities and throughout the West.

Celebrating its 20th anniversary this year, the Blue Sky program and its participants across PacifiCorp’s six states have supported 9.2 million megawatt-hours of renewable energy (enough to power around 938,000 homes for one year). Additionally, in Oregon, Pacific Power Blue Sky participants have helped support 110 community-based renewable energy projects for deserving local organizations and helped restore 90 native fish habitat projects across hundreds of miles of the state’s rivers.

“Blue Sky celebrates the power of community and the real change that comes from neighbors helping neighbors. Whether it’s new solar panels going up at a community center or a local wind project coming on-line, we are growing sustainable, renewable energy for generations to come,” said Stefan Bird, president and CEO, Pacific Power. “For 20 years, our customers have come together to support renewable energy and our communities, and it’s remarkable to see the tremendous difference their support has made.”

Launched in the spring of 2000, Blue Sky allows customers to match their energy usage with the purchase of renewable energy credits (RECs). It’s a simple way for participants to support new renewable energy in the West, above and beyond PacifiCorp’s substantial and growing commitment to renewables.

Blue Sky is currently more than 135,000 participants strong, and according to the U.S. Department of Energy’s National Renewable Energy Laboratory rankings, is one of the top five utility programs of its kind based on most participants and most renewable energy supported. For many cities and counties, Blue Sky offers a tangible way to meet local sustainability and climate action goals.

In Oregon, more than 12 percent of all Pacific Power customers take part in Blue Sky, and the number continues to grow each year. To participate, customers select from three program options and the amount of renewable energy they want to support, then pay that extra amount on their monthly bill, starting at \$1.95 per month. Depending on the program selected, participants can support community-based renewable energy projects for local nonprofits, schools and civic groups, native fish habitat restoration projects along Oregon rivers or the development of new utility-scale renewable energy facilities in Oregon.

From food banks to emergency shelters, youth programs to volunteer fire departments, vital organizations throughout Oregon have applied and received funding through Blue Sky to help them add solar panels or other renewable energy



BETHLEHEM INN | PHOTO COURTESY OF PACIFIC POWER

generation options to their facilities, allowing them to reduce their operating costs. These savings are more important than ever as these organizations continue to provide for many critical needs during the COVID-19 crisis. Additionally, these community projects help support environmental sustainability and carbon reduction for the region.

In addition to community and habitat restoration projects, Blue Sky participants have helped bring on-line three new utility-scale renewable energy facilities in Oregon, including:

Blue Basin (on-line in 2016) — a 4-megawatt, 3,420 panel solar project in Klamath Falls;

Burnt River Wind (on-line in 2017) — a 50-megawatt, 25 turbine wind project in Huntington, Oregon; and

Orchard Wind (coming on-line in 2020) — a 40-megawatt, 16 turbine wind project in Umatilla County.

Pacific Power customers are invited to celebrate Oregon’s communities and renewable power projects throughout the year and learn more about Blue Sky by visiting joinbluesky.com/20years.

pacificpower.net

Rethink Waste Project Offers Free Presentations for Deschutes County Groups



PHOTO | COURTESY OF RETHINK WASTE PROJECT

Despite the COVID-19 pandemic, waste and recycling operations are continuing in most parts of the country. With the exception of a short hold on glass collection, Deschutes County has maintained all normal operations for pick up. However, some reuse, composting and recycling systems have been disrupted here, from Starbucks’ ban on bringing your own cup to reusable bag rule changes in grocery stores.

Stay in touch with the latest happenings with waste and recycling by scheduling a free presentation through the Rethink Waste Project on waste reduction, recycling, food waste prevention, current events and more. Rethink Waste, an Environmental Center program, provides waste prevention and reduction education for Deschutes County residents, businesses and organizations through a partnership with Deschutes County Department of Solid Waste and local garbage and recycling service providers.

Learn more and schedule a presentation at RethinkWasteProject.org

Bend Nurses & Health Care Workers Donate 10,000+ Masks to Hospital Workers & Community Members

On July 22, local nurses and health care workers, represented by the Oregon Nurses Association (ONA) and the Oregon Federation of Nurses and Health Professionals (OFNHP), donated thousands of free masks to their fellow healthcare workers and community members outside St. Charles in Bend.

Months into Oregon’s COVID-19 crisis, nurses and staff at St. Charles Bend are still being asked to reuse single-

use masks for 12-hours or more — far beyond manufacturers’ safety recommendations. Nurses and workers are also facing increased pressure due to inadequate staffing at the hospital.

Nurses in St. Charles Bend’s Cancer Center are among those that lead the mask donation event and are some of the hospital’s most vulnerable workers because they lack full union protections. Nurses in the cancer center unanimously voted to join the existing Oregon

Nurses Association bargaining unit at St. Charles Bend in November 2019. However, St. Charles management has slowed negotiations, preventing cancer center nurses from being added to the existing union contract and leaving them working without a contract throughout the COVID-19 pandemic.

Technicians at St. Charles Bend also participated in the free mask donation. They are advocating to reach their first contract with St. Charles after voting to

join the Oregon Federation of Nurses and Health Professionals (OFNHP) union in September 2019.

Nurses and healthcare workers purchased the masks they donated through a partnership with their national union affiliate and chose to donate them to their coworkers and local community members in order to protect their coworkers and their community.

OregonRN.org

COMMERCIAL PERMITS WEEK ENDING 7-10-2020

City of Bend

- \$5,220,728.00 - Commercial (Bend High School) 14,817 sf. at 230 NE 6th St. Bend 97701 OR Owner: School District #1 520 NW Wall St. Bend, OR 97703
Builder: CS Construction 541-617-9190 Permit # 20-0932
- \$62,500.00 - Commercial (Bend High School) 1,780 sf. at 230 NE 6th St. Bend 97701 OR Owner: School District #1 520 NW Wall St. Bend, OR 97703
Builder: EZ Systems 503-522-4510 Permit # 20-0844

City of Redmond

- \$62,000.00 - Commercial 1,152 sf. at 2956 NW Canal Blvd. Redmond 97756 OR
Owner: Ridge Development, LLC 62570 Eagle Rd. Bend, OR 97701 541-280-9866 Permit # 711-18-001879-STR-01
- \$12,000.00 - Commercial Alteration (US Market) at 1242 SW Highland Ave. Redmond 97756 OR Owner: US Market #190, LLC 679 NW Yosemite Bend, OR 97703
Builder: Chillmen Refrigeration, Inc. 541-410-6950 Permit # 711-20-001339-STR
- \$10,000.00 - Commercial Alteration (Redmond Hotel) 42,300 sf. at 521 SW 6th St. Redmond 97756 OR Owner: AWI Redmond Owner, LLC 27452 Calle Arroyo San Juan Capistrano, CA 92675
Builder: Twenty-Two Twenty-Nine, Inc. 541-419-2556 Permit # 711-20-001315-STR

Deschutes County

- \$550,000.00 - Commercial (Tetherow Pool) at 19259 Outrider Lp. Bend 97702 OR Owner: Tetherow Heath, LLC 61240 Skyline Ranch Rd. Bend, OR 97702
Builder: Sunwest One, Inc. 541-548-7341 Permit # 247-20-000971-STR-01
- \$125,000.00 - Commercial (Tetherow Pool) 365 sf. at 19259 Outrider Lp. Bend 97702 OR Owner: Tetherow AB, LLC 61240 Skyline Ranch Rd. Bend, OR 97702
Builder: Sunwest One, Inc. 541-548-7341 Permit # 247-20-002342-STR
- \$110,808.00 - Commercial (Newberry Storage) 1,800 sf. at 16678 Assembly Wy. Bldg 6 La Pine 97739 OR Owner: Newberry Storage, LLC 1704 Cliff Dr. Bend, OR 97701
Builder: Doran John & Zachariah John Foote 541-771-9847 Permit # 247-20-002250-STR
- \$110,808.00 - Commercial (Newberry Storage) 1,800 sf. at 16678 Assembly Wy. Bldg 7 La Pine 97739 OR Owner: Newberry Storage, LLC 1704 Cliff Dr. Bend, OR 97701
Builder: Doran John & Zachariah John Foote 541-771-9847 Permit # 247-20-003368-STR
- \$33,134.00 - Commercial Detached Accessory Structure 685 sf. at 57299 Meadow House Lp. Sunriver 97707 OR Owner: Association of Unit Owners of Meadow Condo 805 SW Industrial Wy. #9 Bend, OR 97702 Builder: Bennett General Construction, LLC 541-977-3501 Permit # 247-20-003517-STR

COMMERCIAL PERMITS WEEK ENDING 7-17-2020

City of Bend

- \$542,000.00 - Commercial Addition (Frito Lay) 16,640 sf. at 20760 High Desert Ln Bend 97701 OR Owner: PBC CO of Bend 2440 NE 4th St, Bend, OR 97701
Builder: CS Construction 541-617-9190 Permit # 20-1436
- \$275,657.00 - Multi-FD 2,224 sf. at 20120 Reed Ln Bend 97702 OR Owner: Oregon Builders Developers 3321 NW Panorama Dr, Bend, OR 97703 541-480-9985 Permit # 20-1546
- \$200,000.00 - Commercial Alteration (Charlie Thiel) 4,211 sf. at 220 NE Lafayette Ave Bend 97701 OR Owner: White Space 220 LLC 220 NE Lafayette Ave, Bend, OR 97701
Builder: Bella Custom Homes 503-329-8014 Permit # 19-3344
- \$95,000.00 - Commercial Alteration (Kremer Wellness) 2,240 sf. at 61555 Parrell Rd Bend 97702 OR Owner: Wellness Doctor Inc 1693 SW Chandler Ave #280, Bend, OR 97702
Builder: Christiansens Contracting Co. LLC 541-526-0195 Permit # 20-1753
- \$24,792.00 - Commercial at 3124 NW Skyline Ranch Rd Bend 97703 OR Owner: NWX2 LLC 409 NW Franklin Ave, Bend, OR 97701
Builder: Jaron McKernan Enterprises Inc 541-548-9660 Permit # 20-2086

City of Redmond

- \$43,121.00 - Commercial Alteration (USFS Air Center) at 1740 SE Ochoco Way Redmond 97756 OR Owner: City of Redmond 411 SW 9th St, Redmond OR 97756
Builder: Fortress Group Inc 541-320-7000 Permit # 711-20-000266-STR

Deschutes County

- \$300,000.00 - Commercial Addition (Oregon Observatory) 1,317 sf. at 57245 River Rd Sunriver 97707 OR Owner: Sunriver Nature Center PO Box 3533, Sunriver, OR 97707
Builder: Christian R. Thome 541-508-7505 Permit # 247-19-002765-STR

Crook County & City of Prineville

- \$31,588.00 - Commercial (City of Prineville) 345 sf. at 1251 NE Elm St Prineville 97754 OR Owner: City of Prineville 387 NE Third Street, Prineville, OR 97754
Builder: 2KG Contractors Inc 503-489-2020 Permit # 217-20-003515-STR

COMMERCIAL PERMITS WEEK ENDING 7-24-2020

City of Bend

- \$500,000.00 - Commercial (ODOT Radiant Heat) 28,500 sf. at 63055 N Hwy 97 Bldg. Bend 97703 OR Owner: State Highway Commission 455 Airport Rd SE, Salem, OR 97301
Builder: Black Diamond PLBG and Mech. 509-293-2344 Permit # 20-1652
- \$62,500.00 - Commercial (Bend High School) 1,792 sf. at 230 NE 6th St. Bend 97701 OR Owner: School District #1 520 NW Wall St. Bend, OR 97703
Builder: EZ Systems 503-522-4510 Permit # 20-0845
- \$26,000.00 - Commercial (The Cottages) at 20559 NE Gloucester Ln. Bend 97701 OR Owner: Scholls Development, LLC 2317 NW Brickendene St. Portland, OR 97229
Builder: Northwest Central Pacific, LLC 541-213-4973 Permit # 19-5206
- \$20,025.00 - Commercial 16,250 sf. at 61510 American Ln. Bend 97702 OR
Owner: Daryl and Yvonne Blanck Trust 609 Ridge St. Carson City, NV 89703 Permit # 19-5344 Deschutes Co.
- \$2,000,000.00 - Commercial (Aquatics Center at The Cove) 10,000 sf. at 17601 Center Dr. Sunriver 97707 OR Owner: Sunriver Resort Limited Partnership PO Box 3609 Sunriver, OR 97707
Builder: R & H Construction Co. 503-228-7177 Permit # 247-20-001962-STR
- \$753,124.00 - Multi-FD 5,961 sf. at 1100 W Williamson Ave. Bldg B Sisters 97759 OR
Owner: Hayden Homes, LLC 2464 SW Glacier Pl. Ste 110 Redmond, OR 97756 541-923-6607 Permit # 247-19-007835-STR
- \$753,124.00 - Multi-FD 5,961 sf. at 1100 W Williamson Ave. Bldg C Sisters 97759 OR
Owner: Hayden Homes, LLC 2464 SW Glacier Pl. Ste 110 Redmond, OR 97756 541-923-6607 Permit # 247-19-007837-STR
- \$506,292.00 - Multi-FD 4,068 sf. at 1100 W Williamson Ave. Bldg. A Sisters 97759 OR
Owner: Hayden Homes, LLC 2464 SW Glacier Pl. Ste 110 Redmond, OR 97756 541-923-6607 Permit # 247-19-007833-STR
- \$326,241.00 - Commercial (Sunrise Lodge-AT&T Mobility) at 13001 Century Dr. Bend 97702 OR Owner: Mt. Bachelor, Inc. PO Box 1000 Bend, OR 97709
Builder: Glotel, Inc for AT&T 425-326-6050 Permit # 247-20-003052-STR
- \$185,000.00 - Commercial Alteration at 17685 Bittern Ln. Sunriver 97707 OR Owner: F Joyce Juza Revocable Living Trust 18160 Cottonwood Rd. #811 Sunriver, OR 97707
Builder: Sierra James Construction, LLC 541-306-3775 Permit # 247-20-003553-STR
- \$16,000.00 - Commercial Alteration (La Pine Subway) 1,500 sf. at 16509 Reed Rd. La Pine 97739 OR Owner: Richard W & Sandra D Priday 8611 NE Ochoco Hwy. Prineville, OR 97754
Builder: Garner Electric Co. 503-648-4552 Permit # 247-20-003540-STR
- \$15,000.00 - Commercial (Cell Tower) at 60316 Arnold Market Rd. Bend 97702 OR Owner: John D Blizzard Trust 60316 Arnold Market Rd. Bend, OR 97702
Builder: Mastec Network Solutions, LLC 866-545-1782 Permit # 247-20-002411-STR

City of Redmond

- \$600,000.00 - Commercial Alteration (i3DMFG) at 1263 SW Lake Rd. Redmond 97756 OR Owner: Paul C Cahill & Kenneth Roy Faulkner Jr. 63765 Deschutes Market Rd. Bend, OR 97701
Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # 711-20-000954-STR
- \$150,000.00 - Commercial Alteration (i3DMFG) at 1263 SW Lake Rd. Redmond 97756 OR Owner: Paul C Cahill & Kenneth Roy Faulkner Jr. 63765 Deschutes Market Rd. Bend, OR 97701
Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # 711-20-000955-STR

Hood River Co. & City of Cascade Locks

- \$16,000.00 - Commercial (OCDC) at 7300 Clear Creek Rd. Mt. Hood Parkdale 97041 OR Owner: Parkdale Rural Fire Protection District PO Box 40 Mt. Hood Parkdale, OR 97041
Builder: All American Roofing and Building, LLC 503-931-1792 Permit # 415-20-000770-STR

Central Oregon Business Calendar

August 5 4:30pm City of Bend City Council and Bend Urban Renewal Agency virtual Meeting. www.bendoregon.gov/councilagenda	August 14 8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.	September 4 8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.
August 5 7pm Bend City Council Public Hearing on Core Area TIF Plan. https://www.bendoregon.gov/core-area-tif .	August 21 8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.	September 11 8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.
August 7 8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.	August 28 Bend Chamber YP Summit - Hybrid Edition. Attend virtually or in-person, bendchamber.org .	September 18 8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.
August 13 5-6:30pm Environmental Center Power Hour: Is Zero Energy the Solution to Housing Affordability? Register at www.eventbrite.com/e/power-hour-is-zero-energy-the-solution-to-housing-affordability-tickets-112180382544?aff=TECCalendar .	August 28 8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.	September 24 5pm EDCO Virtual PubTalk. Livestreaming at edcoinfo.com/edcoevents .
	September 1 2020 Clean Water Virtual Conference at engineering.oregonstate.edu/cleanwater2020 .	September 25 8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.

Deschutes Public Library

Continued from page 3

including a state-of-the-art learning center for children, flexible gathering spaces for a variety of purposes from business meetings/collaboration to study rooms for students to DIY activities, a technology hub and a performance and art space. The building will expand the space needed for additional books and materials to meet population growth and provide increased efficiency with a centralized materials handling system that will allow rapid distribution of materials throughout the county. Conceptual plans for the building have been developed in response to input from more than 5,000 county residents over the past several years. The new building will include flexible spaces to adapt to different use patterns and needs.

“Our communities are facing strange and difficult times,” Dunkelberg said. “In hard times, the library has always been the place Deschutes County residents turn to when they need answers and information that can change and enrich their lives, from connection to employment and health resources, small business and legal information, family activities and, of course, resources for learning and entertainment. We believe we must continue to be sound fiscal stewards as we plan and prepare for a dynamic future to serve all of Deschutes County as we have done for the last 100 years.”

Preview the library's vision plan at: deschuteslibrary.org/about/visionprocess. For more information, contact Communications & Development Manager Chantal Strobel at chantals@deschuteslibrary.org or 541-312-1031.

deschuteslibrary.org

RECENT TRANSACTIONS

Continued from Page 3

parcel sold for \$1,465,000.

Walt Ramage and **Karen Koppel** of **NAI Cascade** represented the Landlord and **Walt Ramage** represented the Tenant in the leasing of 3,600 SF at 62958 NE Layton Ave in Bend.

Compass Commercial Real Estate Services brokers **Russell Huntamer, CCIM** and **Terry O’Neil, CCIM** represented both the tenant, **Lucy’s Taco Shop**, and the landlord, **Robert & Joy Rudy Revocable Trust**, in the lease of the 2,546 SF restaurant located at 916 NE 3rd Street in Bend.

Jeff Reed and **Walt Ramage** represented the Landlord and Tenant in leasing 6,156 SF at 955 SE Wilson Ave in Bend.

Jeff Reed of NAI Cascade represented the buyer in the acquisition of 2.15 acres located at 63575 Hunnell Rd in Bend. **Bruce Churchill of Compass Commercial Real Estate** represented the seller. The property closed at \$796,000.

Walt Ramage facilitated the acquisition of two office buildings in Twin Falls, ID for his client.

Celebrating Differences

Continued from page 5

- *I am INTROSPECTIVE* — I, like the people opposed to my views, pick sides. I immediately see a Black man murdered by a White man before I hear the facts of the case, which makes me just as prejudiced as the people I point fingers at. How can I look at a White person and make assumptions but not want assumptions made about me?
 - *I am CONCERNED* — In my almost 40 years of life, I have become numb and expect things like this to continue to happen. My greatest concern is that my son will inherit the weight of being a minority and all it entails.
- As my glass is always three-quarters full, I also have some other emotions:
- *I am ENCOURAGED* by the outpouring of support I am witnessing from my friends, my community, the nation and the world. I was deeply moved by friends and professionals in our community who personally contacted me to offer support and to ask what they can be doing to help. The global support and near universal courage to step out to peacefully march and protest.
 - *I am HOPEFUL*, because these recent events have changed the very fabric of my being. I will no longer stand idle in times of challenge and controversy. I will stand for what is true and just. I am hopeful because I see changed behavior from people in our community and throughout the country. Empathy, dialog and love have been common themes that I have witnessed in many of my conversations. These events have not only changed me, but I believe it has changed and affected many others. I have witnessed friends and community members feverously reading books, attending peaceful marches and watching historical documentaries on race relations with their children. Practicing what we preach, being an example, educating our youth is the real beginning to change. We cannot be distracted by the groups who tend to highjack these horrific events and use it for their narrative. My hope in being vulnerable with my thoughts and emotions are that it continues the dialog. I hope this piece resonates with others, and they too will find that they have been changed by these events. We cannot miss this opportunity to take action for justice.
 - *I am STEADFAST* in my faith. My faith has been my guiding light through these difficult emotions. I’m certain I wouldn’t have the same outlook and hopefulness without this counsel. I was taught that all men and women are

created in God’s image regardless of our skin color. We are all loved by God as a father who loves his children unconditionally. This shall be my guide as I interact with my brothers and sisters of all colors and nations. In the words of the late John Lewis, Civil rights activist, “You are a light. You are the light. Never let anyone — any person or any force — dampen, dim or diminish your light... Release the need to hate, to harbor division and the enticement of revenge. Release all bitterness. Hold only love, only peace in your heart, knowing that the battle of good to overcome evil is already won.”

We must continue to have an open dialog regarding racial reconciliation. As Martin Luther King Jr. said, “This is no time to engage in the luxury of cooling off or to take the tranquilizing drug of gradualism.” My concern is that, as time passes, as we return to our daily routines, these thoughtful discussions on race relations will become an afterthought. Let us act for change now, rather than pushing this issue aside until we are again reminded of this crisis with the tragic loss of another Black life. Let us not take being alive during this time lightly, the world needs each and everyone one of us to take action and not stand Idle. Let’s continue to have these vital conversations.

As a Black man, it was truly amazing to witness the peaceful marches in our small town of Bend, considering Blacks only constitute less than one percent of the population. From my heart, I would like to genuinely thank the community. We must continue to fight for racial equality. This begins by choosing every day to be compassionate toward — and understanding of — others. We must recognize that we are all one race, the human race. We must meet each other where we are. This is not about choosing sides. There are no sides when our fellow human beings, our brothers and sisters, are not being treated equally.

I am optimistic that our nation is beginning to open its eyes. I trust change is on the horizon. I encourage you to reach out to your Black friends, coworkers, community members and begin a dialog. This has affected us all in different ways and sometimes a shoulder to cry upon is more powerful than any words you can offer. Let us begin to celebrate our differences and together we can create the change we long to see.

In kindness,
Rodney Cook

Rodney A. Cook CFP is the director of financial planning at Rosell Wealth Management in Bend.

RosellWealthManagement.com

Town & Country

J Bar J Youth Services No-Show Horse Show

With the Oregon High Desert Classics (OHDC) cancelled, Event Coordinator Jenni Garner and her team created a virtual event: The No-Show Horse Show. Hunter and jumper riders signed up for the classes of competition that they would have done in the real show, set up courses, filmed their rounds and posted them on social media. USHJA certified judges watched their rounds online and gave feedback and scores.

Barns and trainers from around the Northwest and Northern California participated with their riders, many holding mini-events to create some of the excitement they would have had from attending OHDC, and to film rounds to submit. One of these barns was Capstone Equestrian here in Bend. Trainer

Lindsey Paton-Garner, four year winner of the OHDC Sheri Allis Memorial Grand Prix and her partner Tara Niculescu, held a mini No-Show Horse event on July 18, on what would have been the first Saturday of the Oregon High Desert Classics.

The OHDC is the largest fundraiser of the year for J Bar J Youth Services, and the cancellation has created a large gap in their funding. The No-Show Horse Show was both a fun virtual event for equestrians and made up a portion of that shortfall. With the cancelation of their largest fundraiser, please consider a donation to J Bar J Youth Services to help vulnerable kids in our community.

jbarj.org

PHOTOS | BY EVA GILL, MARKETING CREATIVE J BAR J YOUTH SERVICES



Margaret Kolata, announcer and Tara Niculescu, Capstone Equestrian co-owner and trainer.



D'Anza Freeland on Joey.



Kris Waters and Tyson Labrousse, Dynamic Video LLC.



Sue Hagerty from Coyote Rock Ranch, Angela Amadio, Liz Keyser and Darci Anderson.



Lindsey Paton-Garner, Capstone Equestrian co-owner and trainer with Capilano HF.



Julie Ann Overcash and Marion Zidar.



Oona and Oliver Brennan.



D'Anza Freeland and Kathryn Sentena.



Stephanie Ray Peters and Sue Hagerty.



Mary Anne, David and Liz Keyser.

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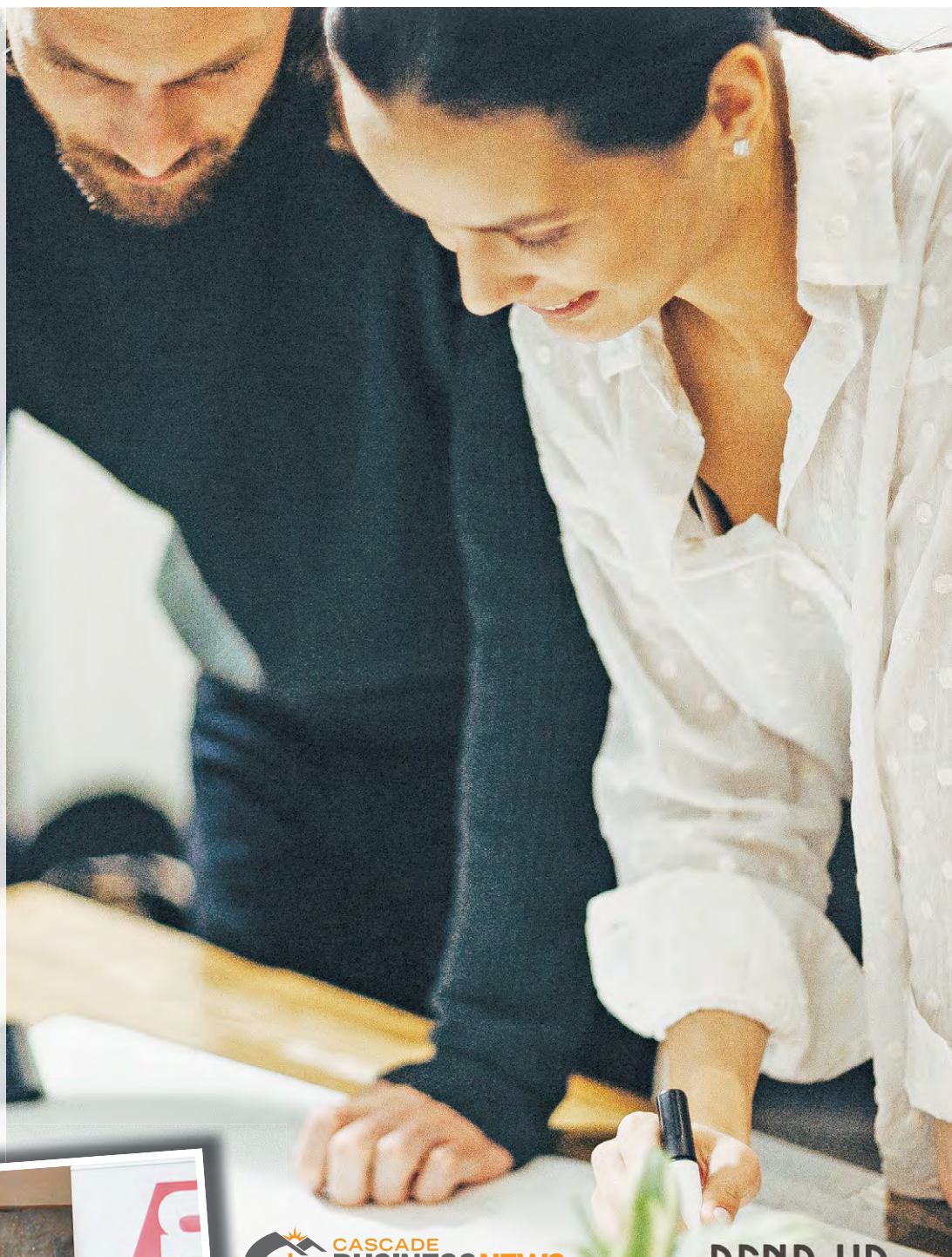


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